

**2010 AMERICAN MEDICAL GROUP ASSOCIATION
MEDICAL GROUP COMPENSATION AND FINANCIAL SURVEY**

Conducted by

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Minneapolis, Minnesota 55402

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General Instructions and Definitions

Survey Period: Calendar year 2009 or most recently completed fiscal year

Deadline for Submission of Data: March 31, 2010

Date for Issuance of Final Report: June 1, 2010

The questionnaire is divided into five sections.

- I. **INDIVIDUAL PHYSICIAN COMPENSATION AND PRODUCTIVITY DATA** for January through December 2009, or your medical group's most recent fiscal year.
- II. **STARTING PROVIDER SALARIES** for positions filled from January through December 2009.
- III. **ADMINISTRATIVE POSITION SALARIES** for selected administrative positions as of December 2009, or your medical group's most recent fiscal year end.
- IV. **GROUP & COMPENSATION PROFILE** related to your compensation plan, revenue mix and general information about your medical group.
- V. **FINANCIAL PROFILE** related to your financial and staffing data. This section has four parts: Financial Operations Profile, Financial Profile by Specialty, Organizational Profit/Loss Statement and Administrative Operations Profile.

OVERALL INSTRUCTIONS

1. Please use the specialty code listing found in this document. If you have any questions feel free to contact RSM McGladrey.
2. If you do not have the electronic survey file, you can download it from AMGA's website www.amga.org, or if you have other questions concerning the survey, please contact Brad Vaudrey at (612) 376-9530, or brad.vaudrey@rsmi.com or Sara Loos at (612) 376-9326 sara.loos@rsmi.com
3. **Do not** gross up partial FTE or salaries, productivity, patient visits/consultations, or RBRVS units to annualized figures. RSM McGladrey will gross the numbers up to an annualized figure as appropriate.
4. Please fill out as much of the survey as possible in order to have the highest quality of information possible. We realize that there may be portions you may not be able to answer.
5. New Specialties added this year include: Neurology-Stroke (1255), Wound Care (1500) and Orthopedic Oncology (2145) Dentistry – Pediatric (3041) and Physician Assistant – Primary Care (3182).
6. Only report those physicians that have been employed by your group for one full year. These new physicians will be reported in Section II: New Hires.
4. To ensure the best possible understanding of your medical group, please answer every applicable question in each section. If you have a question regarding these questions, please do not hesitate to call us.
5. **Upon completion, return the questionnaire by March 15, 2010.**
6. All returned surveys will be held in a confidential file by the consulting firm **RSM McGladrey**. Only summarized information from the aggregate database will be reported.

Electronic File Instructions

An electronic file is available to input your clinic's data. The input data file is an Excel spreadsheet file, **2010 AMGA Survey.XLS**. You may open the file and save it to your hard drive. The file contains macros that are not harmful to your system. Please see **INPUT INSTRUCTIONS** below.

There are separate worksheets for each section of the survey. Definitions by section can be found in the Input Instructions section below. This survey is divided into five sections. We strongly encourage you to input all sections in the electronic file. We also provide a paper copy if the electronic file is not an option

Section I: INDIVIDUAL PHYSICIAN COMPENSATION AND PRODUCTIVITY DATA

Column 1 **Physician ID** – This code is used to identify each physician from year to year. Please provide a code that identifies the physician only to your organization. **Do not use the physician's full SSN (i.e. the last 4 digits would be appropriate).**

Column 2 **Specialty Code** - The specialty code for each physician related to the area of medicine they practice. Refer to the specialty code listing that follows these instructions. **There is also an electronic listing in the excel file (the last sheet of the file).** Please remember to review these physician assignments to ensure an accurate submission.

Column 3 **FTE** - The full-time equivalent percentage of the individual physician. Only report physicians with a 0.5 clinical FTE or greater. **EXCEPTION:** All departmental chairs should be reported regardless of their clinical FTE status and identified in the "Department Chair" column. See definition of Department Chair in column 11.

A full-time clinical (1.0 FTE) is defined as a physician fulfilling the minimum requirements of your organization to be classified as a full time patient care employee (i.e. 36 hours of patient care activities per week). Many physicians work above this minimum level, but the reported FTE will not exceed 1.0. Other adjustment to this FTE will not be common but include:

- Physicians receiving more than four weeks of short-term disability, maternity, sabbatical, military leave, etc. Vacation, holidays, allowed sick days and other normal benefit time off will not affect the FTE.
- A physician working in an operational administrative role that affects the clinical FTE status to below a 1.0 FTEs. This adjustment is intended for physician administrators with organizational or possibly section wide administrative responsibilities and typically have a separate salary identified. No adjustments are to be made for department chairs or for serving on committees that do not materially affect clinical expectations. For example: A physician administrator who is 50% clinical and 50% administrative would be 0.5 clinical FTE. See column 4 for reporting salary data that is attributed to the clinical activity.
- A physician performing specific research activities funded separately by the medical practice and that affects the clinical FTE status to below a 1.0 FTE. This physician has clear, separate material research responsibilities outside of his/her clinical expectations. See column 4 for reporting salary data that is attributed to the clinical activity.
- A physician performing specific administrative teaching activities such as tutoring and/or lecturing not performed during patient care activities and affects the clinical FTE status to below a 1.0 FTE. These activities are funded separately by the medical practice. These adjustments are not for "typical" supervision and resident training while performing patient care activities. See column 4 for reporting salary data that is attributed to the clinical activity.

Keep in mind there are many organizations that inherently have less intensive administrative committee work, research, and/or teaching responsibilities blended in their physician's role and salary while still expecting 1.0 clinical performance. Our intent is not to try to break out such fine detail but to capture the clear, material instances for certain individual physicians.

Column 4 **Total Direct Compensation** - The total annual clinical compensation of the individual physician including base and variable compensation plus all voluntary salary reductions. Examples of clinical compensation would include but not limited to: compensation paid as salary or production based compensation plans, any type of additional bonuses or incentives, clinically related medical directorships, call coverage, ancillary or midlevel supervision stipends, other.

Excluded are any fringe benefits and employer payments to any type of retirement, pension, or tax deferred profit-sharing plans.

Although the reported compensation should be all-inclusive for most physicians, participants should also exclude specific instances of:

- Specific compensation for administrative physicians whose FTE was adjusted as defined in "Column 3: FTE". The excluded amount should be related to the amount of the FTE adjustment.
- Specific compensation for research physicians whose FTE was adjusted as defined in "Column 3: FTE". The excluded amount should be related to the amount of the FTE adjustment.
- Specific compensation for teaching physicians whose FTE was adjusted as defined in "Column 3: FTE". The excluded amount should be related to the amount of the FTE adjustment.
- Do not include any signing bonuses recognized from a prior year hire. The total lump sum bonus should be recorded in the "Starting Salary" section in the year the physician was hired.

Keep in mind there are many organizations that inherently have less intensive administrative committee work, research, and/or teaching responsibilities blended in their physician's role and salary while still expecting 1.0 clinical performance. Our intent is not to try to break out such fine detail but to capture the clear, material instances for certain individual physicians.

Column 5 Non-CPT Code Patient Care Compensation (Optional) – Report the amount of clinical compensation (Column 4) that was paid for non-billable patient care services. Examples are: supervision, call coverage, travel, medical-related directorships, contracts that include the option of being paid a guarantee, etc. Column 4 must also be completed.

Note of Purpose: Many organizations incorporating a formula-based compensation system would like to know what compensation amount included in Column 4 is not attributed directly to billable, patient care activities (CPT codes). It is important that all clinics report data in Column 4 as they have in the past. Column 5 is optional and the data will be reviewed once we analyze the results. Most organizations with a salary-based system will not be able to breakout the data for this column.

Column 6 Fringe Benefits – This includes employer share of FICA, payroll and unemployment taxes, health, disability, life and workers compensation insurance; dues and memberships to professional organizations, professional development; state and local license fees; employer payment to defined benefit and contribution, 401(k), 403(b) and unqualified retirement plans. Malpractice liability insurance is excluded.

Column 7 Gross Charges - The total professional charges reported for services produced by the physician before such charges are reduced by courtesy allowances, employee discounts, or non-collected accounts. Total charges are defined as the full dollar value, at the medical group's established non-discounted rates, for services provided for all patients. Gross charges should include the medical group's full, non-discounted charges. Medicare charges should also be grossed up and *not* reported at the allowable charge. **Gross charges are professional activity only and thus should exclude retail income (e.g. optical, pharmacy, etc.), drugs, vaccines, etc. Productivity by various categories of physician extenders, such as nurse practitioners, nurse midwives, CRNAs, etc., should also be excluded from the data.** Charges should not include credits for the technical component of ancillary services. **Technical procedures supervised but not performed by the physician should be excluded.** Report physicians with at least a 0.5 clinical FTE at their actual production amount. Guidelines for specific specialties are included below:

| | |
|------------------|--|
| Allergy | Exclude antigen billings for the following CPT codes: 95144, 95145, 95146, 95147, 95148, 95149, 95165, and 95170. |
| Anesthesiology | Do not include CRNA performed activity. Production from cases performed as a team should be reported as 50% credit to the physician. |
| Audiology | Do not include hearing aid sales. |
| Cardiology | Do not include technical component fees or technical components of global fees for EKGs GXTs, Echos, etc. |
| GI Medicine | Do not include technical component fees. |
| Medical Oncology | Do not include billings for drugs. |

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|--------------------|--|
| Neurology | Do not include technical component fees or technical components of global fees for EEGs, EMGs, or sleep studies. |
| OB/GYN | Do not include technical component fees or technical components of global fees for ultrasound tests. |
| Optometry | Do not include eyewear sales. |
| Otolaryngology | Do not include production related to audiology services. |
| Pathology | Do not include technical component fees or technical components of global fees for pathology exams. |
| Pulmonary Disease | Do not include technical component fees or technical components of global fees for pulmonary tests. |
| Radiology | Do not include technical component fees or technical components of global fees for radiological exams. |
| Radiation Oncology | Do not include technical component fees or technical components of global fees for oncology services. |

Column 8 **Collected Charges** – Indicate the dollar amount collected of gross charges as defined above. This will be net of contractual arrangements, discounts and bad debts.

Column 9 **Patient Visits** - The total number of patient visits during the calendar or most recent fiscal year. Patient visits are recorded as a face-to-face patient encounter. For surgical/anesthesia procedures, record the case as one visit and not the number of procedures performed. For global codes, such as deliveries, a visit should be recorded for each patient encounter in the global code. In the event that a patient visits two or more separate departments during the day and sees a physician in each department, this is recorded as a patient visit at each department.

If a patient has only an ancillary service, as ordered by a physician, but has no personal physician contact this should not be recorded as a physician patient visit (examples would be lab test, EKGs, EEGs, injections, etc.). If the patient was seen only by a non-physician provider or technician, no visit should be recorded. Multiple visits by a single patient to a single physician during the same day is counted only as one visit. If your organization cannot exclude these types of visits, than please exclude the visit information. Report physicians with at least a 0.5 FTE at their actual visit / consultation amount.

Column 10 **Work RVUs: Resource Based Relative Value Scale (RBRVS) Units** - A work relative value unit is a non-monetary unit of measure that indicates the *professional* value of services provided by a physician or allied health care professional. Report work relative value units (RVUs), as measured by the RBRVS, using last year's Centers for Medicare and Medicaid Services (CMS) scale. This value should not be weighted by any conversion factor attributed to location indexes, ambulatory care, or inpatient care. Report full-time equivalent (FTE) physicians with at least a 0.5 *clinical* FTE at their actual performed RVU amount. In order to make your work RVUs more compatible, all code frequencies with the modifiers described below should be adjusted by the indicated percentage. Many systems often have these adjustments have these adjustments in their billing system and no further work is necessary. For example, a modifier of 80 (99210-80) indicates that the procedure was recorded as a surgery assist and therefore the department only received approximately 16.0% of the original RVU value. For Occupational Health physicians performing corporate or contracted services, either report RVU production for these services or indicate that they cannot be reported.

Important Note Regarding Modifier 50: Medicare reimburses this code with the modifier at 150%. Many other payers reimburse by a two-code combination: one code without the modifier at 100%, another code with the modifier at 50%. When reporting data, please ensure your system accounts for these RVUs appropriately.

| Modifier | Brief Descriptions | Percentage Adjusted |
|----------|-----------------------------|---------------------|
| 22 | Unusual Procedural Services | 125.0% |
| 50 | Bilateral | 50.0% 100.0% |
| 51 | Multiple | 50.0% |
| 52 | Reduced Values | 50.0% |
| 53 | Discontinued Procedure | 50.0% |
| 54 | Surgical Care Only | 70.0% |
| 55 | Post-op Only | 20.0% |

| | | |
|----|---|-------|
| 56 | Pre-op Only | 10.0% |
| 62 | Two Surgeons | 62.5% |
| 74 | Discontinued ASC Procedure | 50.0% |
| 76 | Repeat Procedure | 70.0% |
| 78 | Return to OR During Post-op | 70.0% |
| 80 | Assistant Surgeon | 16.0% |
| 81 | Minimum Surgery Assist | 16.0% |
| 82 | Assistant Surgeon - no resident available | 16.0% |
| AS | Surgery Assist | 16.0% |
| TC | Technical Component | 0.0% |

Column 11 **Total RVUs** – Total RVUs is the work RVU (defined above) with the addition of the values assigned for malpractice expense (MP) and practice expense (PE) as stipulated in last year's Centers for Medicare and Medicaid Services (CMS) scale. Report total RVUs for the professional medical and surgical procedures performed by the provider, excluding the TC and ancillary values. Report either the facility or non-facility rates that was determined for each procedure in your system.

Column 12 **Department Chair** - Enter "Y" or "N" to represent yes or no regarding whether the staff member is a department chair. Department Chair shall include only the staff member who is considered the Chair of the Department, Chair of the Division, Head of the Unit, or Head of the Section (depending on the title used by each institution) for each specialty.

Column 13 **Physician's Years in Specialty** - The total number of years the physician has been working in that particular specialty, beginning at the time the physician completed the latter of the residency or fellowship.

Column 14 **Date of Hire** – The date of hire for the physician in your organization.

Column 15 **Physician's Age** – The age of each physician.

Section II: STARTING PROVIDER SALARIES

In Section II, indicate the starting salaries for the physicians hired in 2009. New residents who have just completed their residency are considered new hires. Experienced physicians who have worked in the medical field at another facility and became employed by your facility in 2009. This should be an annualized salary for 2009 or the most recent fiscal year. Report only those physicians that are Board certified or Board eligible.

Column 1 **Specialty Code** - The specialty code for each physician related to the area of medicine you are addressing. Please remember to review these physician assignments to ensure an accurate submission. (See the **Specialty Listings** section of these instructions for a complete list of specialty codes).

Column 2 **Experienced Starting Salary** – Indicate the starting salary your clinic paid for each experienced physician hire. Experienced physicians who have worked in the medical field at another facility for at least three years and have been recently employed by your facility. If available, please also include your starting salary scale for each specialty.

Column 3 **New Resident Starting Salary** – Indicate the starting salary your clinic would pay for a new resident. New residents who have just completed their residency and are new hires. If available, please also include your starting salary scale for each specialty.

Column 4 **Retaining / Signing Bonus** – These incentives are the “norm” for today’s recruiting tools. Report the total amount of the bonus each new hire was awarded. If the amount is awarded based over a number of years, report the aggregate amount to be paid over the life of the arrangement. If the Retaining/ Signing Bonus is in the form of a forgivable loan, please do not include the interest being forgiven in your data reported.

Section III: ADMINISTRATIVE POSITION SALARIES

Column 1 **Position** - Below is a brief description for each administrative position

Head Leadership Position

Chief Compliance Officer (CCO) - Responsible for maintaining contracts and processes such that adherence to federal and state regulations are maintained.

Chief Financial Officer (CFO) - This position is responsible for the organization's financial management, financial planning, fiscal policies, and administration of accounting practices. Directs and coordinates business office activity (insurance claims, filing, billing, collections, accounts receivable).

Chief Information Officer (CIO) - Manages systems and computer activities, hardware, software, programming, networks, systems design and implementation. Designs and implements processes to automate or streamline operations. This is a vice president level position.

Chief Medical Officer (CMO)-MD - Develops and implements strategic goals related to the quality improvement and management programs followed by medical and nursing staff. Develops policies, practices, and systems to monitor and implement quality control standards and measurements while ensuring compliance with regulatory agency's standards and requirements.

Chief Nursing Officer (CNO) – Exercises leadership responsibility over the practice of Nursing as a member of the executive team. Responsible for evaluating, developing, recommending, and implementing policies and procedures related to the delivery of safe and efficient high quality nursing care. Directs and coordinates the activities of a staff of managerial, professional/technical, and auxiliary nursing personnel.

Chief Operating Officer (COO) - This position may be considered the Vice President of Operations and is responsible for the daily operations of the medical practice and/or other affiliated organizations. Assists the CEO with planning and leadership of patient and non-patient care activities. This position reports to the CEO or President.

Hospital Administrator – Directs and coordinates all hospital operations. This is the top management position within the hospital reporting to the hospital board or corporate/system executive.

Medical Director – Primary function is to manage and coordinate all medical and related services of the clinic, with the exception of nursing services, under the direction of the governing board. This position interacts with the Physician Administrator and acts as a liaison and representative for the physician teams.

Associate Medical Director – Responsible for providing physician leadership and support for clinical process analysis and improvement in the ambulatory setting, including creating goals and plans aimed at improving patient, staff and clinician satisfaction, practice efficiency, care outcomes and financial performance. Provides physician leadership to the planning and implementation of electronic health record applications. Reports to the Medical Director

Non-physician Administrator (CEO/CAO) – A non-physician that plans, directs, and coordinates the administrative activity of the organization; participates with governing board in planning and determining the strategic goals; and is responsible for all operating and financial performance. This is the top non-physician management position.

Physician Administrator (CEO) – A physician that plans, directs, and coordinates the administrative activity of the organization; participates with governing board in planning and determining the strategic goals; and is responsible for all operating and financial performance. This is the top physician management position and reports directly to the governing board.

Operational Directors

Business Office Manager – This position is responsible for implementing the credit and collection policies and collection activities. They may also be responsible for patient accounts, insurance, billings, cashiering, coding, third party contracting, fee setting, and reimbursements.

Clinical Research Director – Responsible for all research activities, grants, and drug studies. Also responsible for monitoring and complying with all state and federal government rules/regulations that are applicable to research activities. Directs all public relations activities concerning research and development.

Contracting Director – Responsible for the overseeing, negotiations, and maintenance of the organizations medical revenue contracts. The contracts include commercial and/or governmental, capitated and/or non-capitated.

Director of Development- Directs and coordinates fundraising programs for the organization, such as the annual fund, planned (deferred) giving, foundation and corporate fundraising, direct mail and phone solicitations, grant proposals, donor research, donor recordkeeping, donor recognition, special fundraising events, etc.

Division Operations Director - Oversees a group of diverse clinic and/or hospital departments, but not all clinic or hospital departments. Reports to COO or CAO.

Finance Director – Responsible for preparing financial statements, supervises the financial departments as well as the internal accounting systems. Controller would be a similar title, reporting to the CFO.

Head of Facilities – Responsible for major building projects and facilities expansions, space planning, remodeling of current facilities, maintenance of equipment and facilities. Responsible for operation and maintenance of facility.

Health Plan Director – In charge of all basic non-medical operations, i.e., plan operations, membership enrollment, plan marketing, claims processing/reporting, and health plan quality assurance data collection/reporting.

Human Resources Director – This position is responsible for human resources or personnel administration to include employee/labor relations, employment, wage and benefit administration, staff development, policy design, and employee safety. Reports to the CEO.

In-house Legal Counsel – This position may be considered the Vice President of Legal. They are responsible for legal matters related to malpractice, corporate, human resources, contracts, etc.

Medical Education Director – Responsible for administration of education activities including medical school, residency programs, allied health programs, and extramural funding.

Medical Records Director – Oversees all medical records personnel and budget, typically holds a professional license in medical records management, reporting to the COO.

Medical Staff Services/Physician Services Director – A senior level management position responsible for the physician recruitment functions in addition to other services which may include credentialing, contracting, retention, physician practice management or physician relations. Supervises and directs personnel assigned to these functions, attends senior management meetings and makes decisions dealing with staffing, budget, strategic planning, credentialing, contracts or more.

Nursing Director – This position is responsible for planning and directing the activities of nursing staff and ancillary nursing personnel. Additionally, they are responsible for annual operational and financial planning. Reviews and evaluates nursing service to ensure the quality of patient care and effective use of resources. Develops and interprets policies and procedures relating to nursing activities. Nursing units would have a reporting relationship to this individual.

Physician Recruiter- Manager – Responsible for the recruitment function. Duties may include recruitment sourcing strategies, managing and directing recruitment personnel, budget, staffing, physician relations and contracting.

Physician Recruiter- Senior – Recruits physicians and providers to meet organization's needs. Duties include sourcing, site visits, physician relations, and closing contracts. 4 – 10 years of physician recruiting experience.

Physician Recruiter- Staff Level – Recruits physicians and providers to meet organizations needs, Duties include sourcing, site visits, physician relations, and closing contracts. 1 – 3 years of physician recruiting experience.

Public Affairs / Marketing Director – Responsible for planning, designing, and implementing marketing, public relations, and media activities.

Quality Improvement Director – Primary function is to provide leadership and direction for quality improvement activities at the organization. This position is responsible for the development and maintenance of processes and procedures that monitor and improve quality. This position is a specialized Medical Director position.

Column 2 **Base Salary** This is the base salary of the position but **excluding any additional bonus payments or payments under the normal retirement, pension, or profit-sharing plans**. If an hourly position, this would be compensation paid as “non-overtime”.

Column 3 **Bonus-** This is all other compensation paid excluding base salary. This could be for any reason including incentives and discretionary bonuses. This **excludes any payments under the normal retirement or pension plans**.

Column 4 **Total Salary** – This is the total combined salary of Column 2 + Column 3.

Section IV: PART A & B: GROUP & COMPENSATION PROFILE

This section is a series of questions to assist us in demographics and parameters in your organizational structure and compensation plans. If you have specific questions regarding this section, please feel free to call RSM McGladrey at 612-376-9530.

Section V: PART A - FINANCIAL OPERATIONS PROFILE

This section contains questions and table to assist us in benchmarking the financial aspects of your organization. Below is further clarification of certain questions, indicated by question number.

Question 1: Inclusion of Off-Site Information

If you need to include off-site information, be sure that these clinics have the ability to: (a) separate physician and midlevel FTEs and CPT codes into individual specialties, and (b) separate revenue and personnel expenses into individual specialty financial statements.

Question 4: Allocation of Discounts to Specialties

Please only answer this question if your discounts to charges are currently allocated to the various specialties within your practice, otherwise leave blank.

Question 6: Net Patient Care Revenue Groupings

The aggregate of these percentages must add to 100%. This table is important information because RSM McGladrey will be incorporating these results in the report.

Medicare – U.S. health insurance program for people ages 65 and over, disabled persons and others. Include all non-capitated programs under Medicare.

Medicare – Capitated – Includes all capitated programs under Medicare.

Medicaid – A federally aided, state-operated and administered program that provides medical benefits for certain indigent or low-income persons in need of health and medical care. The benefits, program eligibility, rates of payment for providers, and methods of administering of the program are determined by the state subject to federal guidelines. Include all non-capitated programs under Medicaid, such as PMAP.

Medicaid – Capitated – Includes all capitated programs under Medicaid.

Other government insurance – All other health insurance that is federally funded, for example CHAMPUS.

Non-capitated contracted plans – Managed care plans which health services that are covered and are paid for on a variable reimbursement schedule. This is for HMO and PPO-type plans.

Commercial capitated plans – Non-government funded managed care plans which health services are paid for on the basis of a fixed rate per eligible member without regard to the actual number or nature of services provided to each enrollee; typically paid per member per month.

Non-contracted plans (indemnity) – Standard type of health insurance where benefits are paid in a predetermined amount in the event of a covered loss. These plans are specifically not HMO or PPO-type plans.

Self-pay – The responsibility for paying the entire cost of services is assumed by the patient or guarantor of the account.

Workers compensation – A benefit provided by employers to cover health care expenses for job-related illnesses and injuries.

Section V: PART B - FINANCIAL PROFILE BY SPECIALTY

Specialty Code – See “Specialty Listing” section for a complete list of specialty codes.

Gross Professional Patient Care Revenue - Professional services provided by all providers including physicians, allied healthcare providers and extenders such as nurses and medical assistants. All Medicare and commercial contract charges should be based on the clinic’s undiscounted fee schedule and adjustments be reported in the “Discounts / adjustments” column. All capitated patient care charges should be based on the clinic’s undiscounted fee schedule, and the adjustments should be reported in the “Discounts / adjustments” column. This line should not include ancillary revenue, which is listed in line B.

Gross Lab, Radiology, Imaging and other Ancillary Revenue – Ancillary revenue from all radiology, laboratory services, X-ray, injections, immunizations, chemotherapy and other ancillaries from the respective specialty. If your group is a health system and is unable to provide these dollars as they are collected in the hospital’s system, please leave blank.

Discounts and Adjustments - The difference between gross revenue and the amount actually collected from patients and/or third party payers. Such discounts would include Medicare/Medicaid discounts, contractual adjustments, charity care, capitation contract adjustments, etc.

Full-time Equivalent (FTE) - The full-time equivalent percentage based upon the workweek requirements for the clinic. These columns should be the aggregate FTEs for each position type:

- Physician
- Midlevel Provider – Non-physician providers including PA, Midwife, CSW, Audiology. etc.
- Nursing – RNs, LPNs
- Technician – All FTE expenses related to positions providing ancillary tests (lab or radiology should be excluded unless the specialty is diagnostic radiology or pathology). Such as physical therapy, optical shop, oncology, FTEs performing technical support for services such as EEGs, EKGs, sonograms, etc.
- Other Direct Patient Care Support – Anyone with direct patient care contact on a regular basis in the front office directly assigned to that department. nurses aides, medical assistant, medical receptionist, medical secretary, department manager. This should not include back office support such as finance, administration, billings and collections, HR, IS. These positions are collected in Section V D.

Salaries - Salaries shall mean the annual compensation of the staff members, including base and variable compensation, stipends, profit sharing, and voluntary salary reductions (401(k), 403(b), MSPs, Dental, etc). Compensation should **exclude any benefits, employer payments under retirement and/or pension plans.**

Benefits – This includes employer share of FICA, payroll and unemployment taxes, health, disability, life and workers compensation insurance; dues and memberships to professional organizations, professional development; state and local license fees; employer payment to defined benefit and contribution, 401(k), 403(b) and nonqualified retirement plans. Malpractice liability insurance is excluded.

Medical Supplies & Drugs – Medical supplies, drugs, linens, uniforms/laundry and minor equipment and tools used to provide medical and surgical services to patients.

Professional & Liability Insurance – General liability and total malpractice insurance expense specific to the specialty being reported.

Other Direct Costs – Other direct expenses not classified above related to building & occupancy, purchased services, allocated administrative supplies, depreciation, maintenance, etc.

Section V: PART C – ORGANIZATION PROFIT/LOSS STATEMENT

Gross professional patient care revenue – Revenue associated with patient care activities, based on the practice’s undiscounted fee schedule. If you have a separate fee schedule for Medicare services, please gross up the fees for all Medicare services to your clinic’s undiscounted fee schedule.

Gross patient care revenue should include:

- A. **Gross professional medical and surgical charges**- Professional services provided by all providers including physicians, allied healthcare providers and extenders such as nurses and medical assistants. All Medicare and commercial contract charges should be based on the clinic’s undiscounted fee schedule and adjustments be reported in the “Discounts /

adjustments" line. All capitated patient care charges should be based on the clinic's undiscounted fee schedule, and the adjustments should be reported in the "Discounts / adjustments" line. This line should not include ancillary revenue, which is listed in line B.

- B. **Gross lab, Radiology, Imaging, and Other Ancillary charges** - The gross charges for radiology, laboratory services, X-ray, injections, immunizations, chemotherapy, and other drug charges. If your group is a health system and is unable to provide these dollars as they are collected in the hospital's system, please leave blank and refer to line F.
- C. **Discounts and adjustments** – The difference between gross revenue and the amount actually expected to be collected from patients and/or third party payers. Such discounts would include Medicare/Medicaid discounts, contractual adjustments, charity care, capitation contract adjustments, etc. There are sub-categories for discounts and adjustments.
- D. **Net medical revenue** – The total of lines A& B, minus line C.
- E. **Other medical revenue**- Other revenue related to physician or medical activities such as teaching, directorships & honorariums from outside facilities, sale of non-ancillary goods, etc.
- F. **Health system funding** – If you indicated that you are Hospital owned or part of a health system, provide any additional funding from the hospital or health system.
- G. **Non-medical revenue** – Revenues that are not related to patient care services. Examples would be rental, interest and investments, capital gains, etc.

Salaries – Salaries shall mean the annual compensation of the staff members, including base and variable compensation, stipends, profit sharing, and voluntary salary reductions (401(k), 403(b), MSPs, Dental, etc). Compensation should **exclude any benefits, employer payments under retirement and/or pension plans.**

| Position | Brief Description |
|---|--|
| H – J Physician | |
| K – L Midlevel Provider | Non-physician providers including PA, Midwife, CSW, Audiology. etc. |
| M. Nursing | RNs, LPNs |
| N. Medical Assistants, Nurse's aides | |
| O. Clinical Lab | All FTE expense related to the lab (i.e. technicians, secretaries, nurses, etc) |
| P. Radiology & Imaging | All FTE expense related to the R&I (i.e. technicians, secretaries, nurses, etc) |
| Q. Technician | All FTE expenses related to positions providing ancillary tests not related to lab or radiology. Such as physical therapy, optical shop, oncology, FTEs performing technical support for services such as EEGs, EKGs, sonograms, etc. |
| R. Other direct patient care support | Other Direct Patient Care Support – Anyone with direct patient care contact on a regular basis in the front office directly assigned to that department, medical receptionist, medical secretary, department manager. This should not include back office support such as finance, administration, billings and collections, HR, IS. These positions are collected lines S-AA. |
| S. Head Leadership administration | All FTEs in head leadership functions not detailed in this table. i.e. CEO, CFO, CMO, etc. Positions categorized as Head Leadership in Section III) |
| T. Operational administration | All FTEs in head leadership functions not detailed in this table. i.e. Business Office Manager, Finance Director, Human Resources Director, etc. Positions categorized as Operational Directors in Section III) |
| U. Managed Care Positions | Q&A, compliance, medial education managers, contract managers, etc. |
| V. Patient Accounting | Billings & collections (patient financial data collection, financial counseling, charge data enter, claims submission, billing, 3 rd party payer follow-up, monthly statements, collections, calls/letters and payment posting), charge entry, postings, etc. |
| W. General Accounting | Salaries related to your general accounting office staff including, AR, AP, general ledger, payroll, bookkeeping and other positions in charge of cash flow statements or balance sheets. |
| X. Information Systems | Salaries related to your IT department / system support. |
| Y. Building Management | Building maintenance, housekeeping, security, parking |
| Z. Medical Records & Support | Medical records, medial secretaries, transcribers, receptionists |
| AA. Other employed support staff | |
| BB. Total contracted & outsourced support | Services that are provided to the clinic and do not have FTEs associated to the expense should be included here. |

- I., L. & CC. **Benefit expense** – This includes employer share of FICA, payroll and unemployment taxes, health, disability, life and workers compensation insurance; dues and memberships to professional organizations, professional development; state and local license fees; employer payment to defined benefit and contribution, 401(k), 403(b) and nonqualified retirement plans. Malpractice liability insurance is excluded.
- J. **Physician retirement plans expense** – Employer payments to defined benefit plans and/or nonqualified retirement plans.
- DD. **Medical and surgical supplies & drug expense** – Medical supplies, drugs, linens, uniforms/laundry and minor equipment and tools used to provide medical and surgical services to patients. **Not included** are chemotherapy, laboratory, radiology, and other ancillary services supplies as these are included in individual expense lines below.
- EE. **Diagnostic radiology expense** – Medical supply costs as well as equipment costs related to generating radiology income. Include depreciation, rent, repairs, and maintenance (including maintenance contracts) on specialized bio-med equipment used by radiology.
- FF. **Laboratory expense** – Medical supply costs as well as equipment costs related to generating laboratory income. Include depreciation, rent, repairs, and maintenance (including maintenance contracts) on specialized bio-med equipment used by laboratory.
- GG. **Other ancillary expense** – Medical supply costs of the other ancillary services and depreciation, rent, repairs, and maintenance (including maintenance contracts) on clinical equipment used by other ancillary service departments other than clinic laboratory and radiology equipment.
- HH. **Building and occupancy expense** – Building depreciation, rent, building repairs, maintenance including monthly fees and contract costs, security excluding salaries, biohazard waste removal, utilities, amortization, leasehold improvements and other occupancy expenses not recorded elsewhere.
- II. **Professional & liability insurance** - General liability and malpractice insurance.
- JJ. **Other insurance expense** – All other insurance expenses not part of professional insurance.
- KK. **Information services expense** – Telephones, answering service, computer depreciation/amortization, computer supplies, software, and electronic data processing. **Not included** are specialized bio-med equipment used by laboratory, radiology, and other ancillary service departments.
- LL. **Furniture and equipment expense** – Depreciation, rent, repairs, and maintenance of furniture, fixtures and other office equipment. **Not included** are specialized bio-med equipment used by laboratory, radiology, and other ancillary service departments.
- MM. **Administrative supplies** – Office supplies, medical forms, printing, postage, books, subscriptions, delivery and courier services, copying, medical records, purchased administrative services (transcription, payroll, collection), and other administrative expenses.
- NN. **Marketing expense** – Marketing, advertising, brochures, community programs and patient education not charged to the patient, etc.
- OO. **Professional fees** – All charges due to outsourced responsibilities, temporary or contracted personnel, consulting, legal, etc., such as the use of billing, transcription, or housekeeping companies. These should not be legal department employees of the clinic.
- PP. **Interest expense** – Payments made for the use of borrowed funds, e.g., loan and mortgage interest, points, and fees.
- QQ. **Bad debt expense** – Receivables or charges that are written off as uncollectible or assigned to a collection agency.
- RR. **Other expense** – Any expense not elsewhere classified.
- UU. **Non-medical expense** – All expenses related to the “Non-medical revenue” line, taxes, etc.

Section V: PART D – ADMINISTRATIVE OPERATIONS PROFILE

Please note that this table is divided into specific departments, other departments need not be reported.

Staff FTEs – Provide the number of staff associated with the department.

Managers/supervisors FTEs – Include any personnel that are responsible for supervision of managing staff level personnel. Do not include personnel that delegate tasks to administrative people only.

Salaries – The annual compensation based on the current compensation rate plus any deferred compensation, tax deferred annuities, and any anticipated cash distributions during the next 12 months based on prior year performance, but excluding any payments under the normal retirement, pension, or profit-sharing plans.

Benefits – Payroll taxes, health, dental, disability, and life insurance, retirement, pension, or profit sharing contributions, dues, licenses, education and subscriptions, meetings, travel, vehicle, parking, cell phones and pagers, meals and entertainment paid to or for staff.

Claims submitted – Provide the total number of claims submitted to all payers in your most recently completed fiscal year.

| | |
|-----------------------------------|--|
| General Accounting | Salaries and FTEs related to your general accounting office staff including, AR, AP, general ledger, payroll, bookkeeping and other positions in charge of cash flow statements or balance sheets. |
| Information Systems | Salaries and FTEs related to your IT department / system support for computer, telephone and data processing technical support. |
| Managed Care Positions | Q&A, compliance, medical education managers, contract managers, etc. |
| Nursing | Total FTEs of RNs and LPNs in your organization |
| Medical Assistants / Nurses' Aide | Total FTEs in your organization |
| Patient Accounting | Billings & collections (patient financial data collection, financial counseling, charge data enter, claims submission, billing, 3 rd party payer follow-up, monthly statements, collections, calls/letters and payment posting), charge entry, postings, etc. |
| Human Resources | Salaries and FTEs in your Human Resource department. Included would be staff responsible for general HR responsibilities, including responsibilities of job description, performance review, compensation, benefits, grievances, policy development, personnel files and safety. Excluding legal counsel and recruiting. |
| Building Management | Building maintenance, housekeeping, security, parking |
| Materials Management | Salaries and FTEs for your Material Management department. Including purchasing, receiving, inspection, inventory and distribution of supplies and drugs. |
| Medical Records & Support | Medical records, medial secretaries, transcribers, receptionists |

Specialty Listing

| <u>Medical Specialties</u> | | | <u>Ph.D. Positions</u> |
|---|---|------|---|
| 1000 Allergy | 1445 Psychiatry - Child | | 3020 Ph.D. Only: Biochemistry |
| 1010 Cardiology - Cath Lab | 1446 Psychiatry - Geriatric | | 3050 Ph.D. Only: Diagnostic Radiology |
| 1020 Cardiology - Echo Lab/Nuclear | 1447 Psychiatry - Neurophysiology | | 3055 Ph.D. Only: Imaging (Physicist) |
| 1030 Cardiology - Electrophysiology Pacemaker | 1450 Pulmonary Disease | | 3060 Ph.D. Only: Immunology |
| 1040 Cardiology - General | 1460 Reproductive Endocrinology | | 3070 Ph.D. Only: Microbiology |
| 1050 Cardiology - General - Branch | 1470 Rheumatologic Disease | | 3075 Ph.D. Only: Neurophysiology |
| 1060 Critical Care Medicine | 1475 Sleep Lab | | 3215 Ph.D. Only: Neuropsychology |
| 1070 Dermatology | 1480 Sports Medicine | | 3100 Ph.D. Only: Nuclear Medicine |
| 1080 Dermatology - Branch | 1490 Urgent Care | | 3140 Ph.D. Only: Other Laboratory |
| 1090 Dermatology - Mohs | 1500 Wound Care * | | 3150 Ph.D. Only: Pathology |
| 1100 Endocrinology | | | 3210 Ph.D. Only: Psychology |
| 1110 Family Medicine | <u>Surgical Specialties</u> | | 3211 Ph.D. Only: Psychology - Child |
| 1120 Family Medicine - Branch | 2005 Bariatric Surgery | | 3220 Ph.D. Only: Radiation Therapy |
| 1115 Family Medicine with Obstetrics | 2007 Breast Surgery | | |
| 1125 Family Medicine with Obstetrics - Branch | 2010 Cardiac / Thoracic Surgery | | <u>Other Health Care Providers</u> |
| 1130 Gastroenterology | 2015 Cardiovascular Surgery | | 3000 Audiologist |
| 1140 Gastroenterology - Branch | 2020 Colon & Rectal Surgery | 3000 | 3025 Certified Nurse Specialist |
| 1465 Genetics | 2030 Emergency Care | | 3030 Certified Registered Nurse Anesthetist |
| 1468 Genetics - Clinical Molecular | 2035 Emergency Care - Pediatrics | | 3035 Chiropractor |
| 1150 Geriatrics | 2050 General Surgery | | 3040 Dentistry |
| 1180 Hematology & Medical Oncology | 2060 General Surgery - Branch | | 3041 Dentistry - Pediatric * |
| 1181 Hematology & Medical Oncology - Medical Oncology | 1420 Maternal Fetal Medicine / Perinatology | | 3065 Epidemiology |
| 1185 Hospitalist | 2090 Neurological Surgery | | 3080 Midwife |
| 1190 Hypertension & Nephrology | 2095 Neurological Surgery - Pediatrics | | 3090 Nuclear Medicine - Non Radiologist |
| 1200 Infectious Disease | 2070 OB/GYN - General | | 3112 Nurse Practitioner - Geriatric |
| 1225 Intensivist | 2080 OB/GYN - Branch | | 3113 Nurse Practitioner - Medical Specialty |
| 1210 Internal Medicine | 1160 OB/GYN- Gynecological Oncology | | 3115 Nurse Practitioner - Primary Care |
| 1215 Internal Medicine - Office Only | 1170 OB/GYN - Gynecology Only | | 3117 Nurse Practitioner - Surgical Specialty |
| 1220 Internal Medicine - Branch | 1270 OB/GYN - Obstetrics | | 3118 Nutritionist (Non MD) |
| 1250 Neurology | 2075 OB/GYN - Urogynecology | | 3120 Occupational Therapist |
| 1255 Neurology - Stroke * | 2097 Oculo-Facial / Oculoplastic | | 3130 Optometrist |
| 1448 Neuropsychiatry | 2098 Oncology - Surgical | | 3160 Pharmacist |
| 1265 Nutritionist (MD) | 2100 Ophthalmology | | 3170 Physical Therapist |
| 1280 Occupational / Environmental Medicine | 2110 Ophthalmology - Branch | | 3180 Physician Assistant - Medical |
| 1315 Ophthalmology - Medical | 2120 Ophthalmology - Orbital | | 3182 Physician Assistant-Primary Care * |
| 1230 Ophthalmology - Medical Retinal | 2250 Ophthalmology - Pediatrics | | 3185 Physician Assistant - Surgical |
| 1310 Orthopedic - Medical | 2105 Ophthalmology - Refractive | | 3195 Podiatry - Medical |
| 1317 Palliative Care | 2130 Ophthalmology - Retinal Surgery | | 3205 Podiatry - Medical - Branch |
| 1320 Pediatrics - General | 2140 Oral Surgery | | 3190 Podiatry - Surgical |
| 1325 Pediatrics & Adolescent - Adolescent Medicine | 2280 Orthopedic Sports Medicine | | 3200 Podiatry - Surgical - Branch |
| 1330 Pediatrics & Adolescent - Allergy | 2145 Orthopedic Oncology * | | 3212 Psychology (Master's Level) |
| 1340 Pediatrics & Adolescent - Branch | 2150 Orthopedic Surgery | | 3230 Social Worker |
| 1350 Pediatrics & Adolescent - Cardiology | 2160 Orthopedic Surgery - Branch | | 3235 Speech Pathology |
| 1085 Pediatrics & Adolescent - Dermatology | 2175 Orthopedic Surgery - Foot and Ankle | | |
| 1355 Pediatrics & Adolescent - Developmental-Behavioral | 2170 Orthopedic Surgery - Hand | | <u>Radiology/Anesthesiology/Pathology</u> |
| 1360 Pediatrics & Adolescent - Endocrinology | 2180 Orthopedic Surgery - Joint Replacement | | 2000 Anesthesiology |
| 1370 Pediatrics & Adolescent - Gastroenterology | 2200 Orthopedic Surgery - Pediatrics | | 2230 Anesthesiology - Pain Clinic |
| 1375 Pediatrics & Adolescent - Genetics | 2190 Orthopedic Surgery - Spine | | 4000 Biochemistry (M.D. Only) |
| 1380 Pediatrics & Adolescent - Hem/Onc | 2285 Orthopedic Surgery - Trauma | | 4010 Dermopathology |
| 1381 Pediatrics & Adolescent - Hospitalist | 2210 Otolaryngology | | 4030 Diagnostic Radiology (M.D. Interventional) |
| 1382 Pediatrics & Adolescent - Infectious Disease | 2220 Otolaryngology - Branch | | 4020 Diagnostic Radiology (M.D. Neuro-Interventional) |
| 1384 Pediatrics & Adolescent - Intensive Care | 2215 Otolaryngology - Head & Neck Surgery | | 4040 Diagnostic Radiology (M.D. Non-Interventional) |
| 1386 Pediatrics & Adolescent - Internal Medicine | 2240 Pediatric Surgery | | 4050 Immunology (M.D. Only) |
| 1240 Pediatrics & Adolescent - Neonatology | 2260 Plastic & Reconstruction | | 4060 Laboratory Hematology |
| 1390 Pediatrics & Adolescent - Nephrology | 2265 Plastic & Reconstruction - Pediatrics | | 1175 Mammography |
| 1400 Pediatrics & Adolescent - Neurology | 2275 Thoracic Surgery | | 4070 Microbiology (M.D. Only) |
| 1410 Pediatrics & Adolescent - Pulmonary | 2300 Transplant Surgery - Kidney | | 4080 Nuclear Medicine (M.D. Only) |
| 1415 Pediatrics & Adolescent - Rheumatology | 2310 Transplant Surgery - Liver | | 4090 Other Laboratory (M.D. Only) |
| 1417 Pediatrics & Adolescent - Urgent Care | 2292 Transplant Surgery - Medical | | 4100 Pathology - Combined (M.D. Only) |
| 1430 Physical Medicine & Rehabilitation | 2290 Transplant Surgery - Thoracic | | 2270 Pathology - Anatomic (M.D. Only) |
| 1437 Pain Management- Non-Anesthesiology | 2295 Trauma Surgery | | 4103 Pathology - Clinical (M.D. Only) |
| 1440 Psychiatry | 2320 Urology | | 4110 Pharmacology |
| 1441 Psychiatry - Inpatient | 2330 Urology - Branch | | 4120 Physiology (M.D. Only) |
| 1442 Psychiatry - Outpatient | 2335 Urology - Pediatrics | | 4130 Radiation Therapy (M.D. Only) |
| | 2340 Vascular Surgery | | |

* Indicates New Specialty in 2010

Branch Specialties – These specialties have the same basic definition as the main specialty. These physicians are located in small satellite or branch offices at least five miles from the main campus. The branch office practices primarily as their own separate entity, and often has different compensation and/or performance expectations than their main campus colleagues. There would not be teaching responsibilities at these locations.

Medical Specialties

- 1000 Allergy:** Certified by the American Board of Allergy and Immunology. Trained in evaluation, physical and laboratory diagnosis, and management of disorders involving the immune system.
- 1010 Cardiology – Cath Lab:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Cardiovascular Disease and a certificate of added qualification in Interventional Cardiology. At least 70% of the physician's time is spent in this specialized field of Cardiology.
- 1020 Cardiology – Echo Lab/Nuclear:** Certified by the American Boards of Internal Medicine *and* Nuclear Medicine with a certificate of special qualification in Cardiovascular Disease and a certificate of added qualification in Cardiac Electrophysiology. At least 70% of the physician's time is spent in this specialized field of Cardiology.
- 1030 Cardiology – Electrophysiology Pacemaker:** Certified by the American Board of Internal Medicine with a certificate of added qualification in Cardiac Electrophysiology. A field of special interest within the subspecialty of cardiovascular disease, which involves intricate technical procedures to evaluate heart rhythms and determine appropriate treatment for them. At least 70% of the physician's time is spent in this specialized field of Cardiology.
- 1040 Cardiology – General:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Cardiovascular Disease. An internist who specializes in diseases of the heart, lungs, and blood vessels and manages complex cardiac conditions such as heart attacks and life-threatening, abnormal heartbeat rhythms. This specialty should capture the remaining cardiologists not defined in the Cardiology subspecialties
- 1060 Critical Care Medicine:** Certified by the American Board of *either* Internal Medicine *or* Anesthesiology with a certificate of special qualification in Critical Care Medicine. Diagnoses, treats and supports patients with multiple organ dysfunction. May have administrative responsibilities for intensive care units and may also facilitate and coordinate patient care among the primary physician, the critical care staff, and other specialists.
- 4010 Dermopathology-** A dermapathologist has the expertise to diagnose and monitor diseases of the skin including infectious, immunologic, degenerative, and neoplastic diseases. This entails the examination and interpretation of specially prepared issue sections, cellular scrapings, and smears of skin lesions by means of routine and special (electron and florescent) microscopes.
- 1070 Dermatology:** Certified by the American Board of Dermatology. Trained to diagnose and treat pediatric and adult patients with benign and malignant disorders of the skin, mouth, external genitalia, hair and nails, as well as a number of sexually transmitted diseases. Has had additional training and experience in the diagnosis and treatment of skin cancers, melanomas, moles, and other tumors of the skin, management of contact dermatitis, and other allergic and nonallergic skin disorders, and in the recognition of the skin manifestation of systemic and infectious diseases. Has special training the dermatopathology and in the surgical techniques used in dermatology. Also has expertise in the management of cosmetic disorders of the skin such as hair loss and scars, and the skin changes associated with aging.
- 1090 Dermatology - Mohs:** Certified by the American Board of Dermatology. Specializes in performing surgery used for the treatment of skin cancer, especially basal cell or squamous cell carcinoma of the skin. Has the expertise to diagnose and monitor diseases of the skin including infectious, immunological, degenerative, and neoplastic diseases. This entails the examination and interpretation of specially prepared tissue sections, cellular scrapings, and smears of skin lesions by means of routine and special (electron and fluorescent) microscopes.
- 1100 Endocrinology:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Endocrinology, Diabetes, and Metabolism. This physician concentrates on disorders of the internal (endocrine) glands such as the thyroid and adrenal glands. Also deals with disorders such as diabetes, metabolic and nutritional disorders, pituitary diseases, and menstrual and sexual problems.

- 1110 Family Medicine:** Certified by the American Board of Family Practice. Trained to diagnose and treat a wide variety of ailments in patients of all ages. Receives a broad range of training that includes internal medicine, pediatrics, obstetrics and gynecology, psychiatry, and geriatrics. Special emphasis is placed on prevention and the primary care of entire families, utilizing consultations and community resources when appropriate.
- 1115 Family Medicine with Obstetrics:** Certified by the American Board of Family Practice with additional training or experience in obstetrics.
- 1130 Gastroenterology:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Gastroenterology. Specializes in diagnosis and treatment of diseases of the digestive organs including the stomach, bowels, liver, and gallbladder. This specialist treats conditions such as abdominal pain, ulcers, diarrhea, cancer, and jaundice and performs complex diagnostic and therapeutic procedures using endoscopes to see internal organs.
- 1465 Genetics:** Certified by the American Board of Medical Genetics. A specialist trained in diagnostic and therapeutic procedures for patients with genetically linked diseases. This specialist uses modern cytogenetic, radiologic, and biochemical testing to assist in specialized genetic counseling, implements necessary therapeutic interventions, and provides prevention through prenatal diagnosis. A medical geneticist plans and coordinates large scale screening programs for inborn errors of metabolism, hemoglobinopathies, chromosome abnormalities, and neural tube defects.
- 1468 Genetics – Clinical Molecular:** Certified by the American Board of Medical Genetics. A specialist who demonstrates competence in performing and interpreting molecular analyses relevant to the diagnosis and management of human genetic diseases, and is a consultant regarding laboratory diagnosis of a broad range of inherited disorders.
- 1150 Geriatrics:** Certified by the American Board of *either* Family Practice *or* Internal Medicine with a certificate of added qualification in Geriatric Medicine. Has special knowledge of the aging process and special skills in the diagnostic, therapeutic, preventive, and rehabilitative aspects of illness in the elderly. Also, cares for geriatric patients in the patient's home, the office, long-term care settings such as nursing homes, and the hospital.
- 1180 Hematology and Medical Oncology:** Certified by the American Board of Internal Medicine with certificates of special qualification in Hematology and Medical Oncology. Hematology: An internist with additional training who specializes in diseases of the blood, spleen, and lymph glands. This specialist treats conditions such as anemia, clotting disorders, sickle cell disease, hemophilia, leukemia, and lymphoma. Also, an internist who specializes in the diagnosis and treatment of all types of cancer and other benign and malignant tumors. This specialist decides on and administers chemotherapy for malignancy, as well as consulting with surgeons and radiotherapists on other treatments for cancer.
- 1181 Hematology and Medical Oncology- Medical Oncology Only:** Certified by the American Board of Internal Medicine with certificates of special qualification in Medical Oncology: An internist who specializes in the diagnosis and treatment of all types of cancer and other benign and malignant tumors. This specialist decides on and administers chemotherapy for malignancy, as well as consulting with surgeons and radiotherapists on other treatments for cancer.
- 1185 Hospitalist:** Certified by the American Board of Internal Medicine. At least 70% of time spent in the hospital.
- 1190 Hypertension and Nephrology:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Nephrology. An internist who treats disorders of the kidney, high blood pressure, fluid and mineral balance, and dialysis of body wastes when the kidneys do not function. This specialist consults with surgeons about kidney transplantation.
- 1200 Infectious Disease:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Infectious Diseases. Deals with infectious diseases of all types and in all organs, including conditions requiring selective use of antibiotics. This specialist diagnoses and treats AIDS patients and patients with fevers that have not been explained. May also have expertise in preventive medicine and conditions associated with travel.
- 1225 Intensivist:** Certified by the American Board of Internal Medicine with special certification in Critical Care. Primary scope of practice is a hospital intensive care unit.
- 1210 Internal Medicine:** Certified by the American Board of Internal Medicine. A physician who provides long-term, comprehensive care in the office and the hospital, managing both common and complex illnesses of adolescents, adults, and the elderly. Trained in the diagnosis and treatment of cancer, infections, and diseases affecting the heart, blood, kidneys, joints, and digestive, respiratory and vascular systems. Also trained in the essentials of primary care

- internal medicine, which incorporates an understanding of disease prevention, wellness, substance abuse, mental health, and effective treatment of common problems of the eyes, ears, skin, nervous system, and reproductive organs.
- 1215 **Internal Medicine- Office Only:** Similar to Internal Medicine – Traditional (1210), but functions only in office setting. Does not function in the hospital or on call.
- 1250 **Neurology:** Certified by the American Board of Psychiatry and Neurology. A neurologist specializes in the diagnosis and treatment of all types of disease or impaired function of the brain, spinal cord, peripheral nerves, muscles, and autonomic nervous system, as well as the blood vessels that relate to these structures.
- 1255 **Neurology- Stroke:** Certified by the American Board of Psychiatry and Neurology, with a certificate of added qualification in stroke neurology. Specializes in the diagnosis and treatment of all types of disease or impaired function of the brain, spinal cord, peripheral nerves, muscles, and autonomic nervous system, as well as the blood vessels that relate to these structures
- 1448 **Neuropsychiatry:** Certified by the American Board of Psychiatry and Neurology. Specializes in the psychiatric care of persons with disorders of brain function to include diagnostic skills, neurological and mental status examinations, cognitive testing, electrophysiological testing, neuro-imaging, differential diagnosis, crisis intervention, application of time-limited psychotherapy, and referral for rehabilitative therapies.
- 1265 **Nutritionist (MD Only):** Board Certified physicians in Internal Medicine or Family Medicine with fellowships in Clinical Nutrition and/or Bariatric Medicine. Nutritionists can help patients with special needs, allergies, health problems, or a desire for increased energy or weight change devise healthy diets. Clinicians to quickly understand and apply responsible nutrition information in managing disease and promoting health. The Nutritionist assesses a person's nutritional needs to achieve normal physiological function. Assessment includes the use of appropriate test and observations such as case history, anthropomorphic measurements, physical signs, laboratory tests, and nutrition/lifestyle analysis to determine an educational nutrition program. Assessment also provides the basis for referral to a licensed physician, or other health care professional and determination of educational protocol. This may include nutrition / lifestyle modification, nutritive supplementation, and understanding of physiological/biochemical pathways. . At least 70% of time is spent performing these duties.
- 1280 **Occupational/Environmental Medicine:** Certified by the American Board of Preventive Medicine. At least 70% of time is spent on the control of environmental factors that may adversely affect health *or* the control and prevention of occupational factors that may adversely affect health safety. This specialist works with large population groups as well as with individual patients to promote health and understand the risks of disease, injury, disability, and death, seeking to modify and eliminate these risks.
- 1315 **Ophthalmology – Medical:** An ophthalmologist for whom 70% of time is involved with the diagnoses and non-surgical treatment of ocular and visual disorders.
- 1230 **Ophthalmology – Medical Retinal:** Certified by the American Board of Ophthalmology. At least 70% of time is spent in the diagnosis and non-surgical treatment of retinal disorders.
- 1310 **Orthopedic – Medical:** Certified by the American Board of Orthopaedic Surgery. At least 70% of time in practice involves the non-surgical treatment of musculoskeletal disorders.
- 1317- **Palliative care:** Board certification for physicians in palliative care is through the American Board of Hospice and Palliative Medicine; programs provide 1-2 years of specialty training following a primary residency. Palliative Care reduces the severity of a disease or slows its progress rather than providing a cure. For incurable diseases, in cases where the cure is not recommended due to other health concerns, and when the patient does not wish to pursue a cure, palliative care becomes the focus of treatment. It may occasionally be used in conjunction with curative therapy.
- 1320 **Pediatrics - General:** Certified by the American Board of Pediatrics. A pediatrician is concerned with the physical, emotional, and social health of children from birth to young adulthood. Care encompasses a broad spectrum of health services ranging from preventive health care to the diagnosis and treatment of acute and chronic diseases. A pediatrician deals with biological, social, and environmental influences on the developing child, and with the impact of disease and dysfunction on development. A pediatrician who specializes in adolescent medicine is a multi-disciplinary health care specialist trained in the unique physical, psychological, and social characteristics of adolescents, their health care problems and needs.

For pediatric subspecialties, report physicians who spend at least 70% of their time in the respective subspecialized area.

- 1325 Pediatrics and Adolescent - Adolescent Medicine:** Certified by the American Board of Pediatrics with a certificate of added qualification in Adolescent Medicine. A pediatrician who specializes only in adolescent medicine is a multi-disciplinary health care specialist trained in the unique physical, psychological, and social characteristics of adolescents, their healthcare problems and needs.
- 1330 Pediatrics and Adolescent – Allergy:** Certified by the American Board of Pediatrics with a certificate of added qualification in Clinical and Laboratory Immunology. Trained in evaluation, physical and laboratory diagnosis, and management of disorders involving the immune system.
- 1350 Pediatrics and Adolescent – Cardiology:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Cardiology. A pediatric cardiologist provides comprehensive care to patients with cardiovascular problems. This specialist is skilled in selecting, performing, and evaluating the structural and functional assessment of the heart and blood vessels, and the clinical evaluation of cardiovascular disease.
- 1085 Pediatrics and Adolescent - Dermatology:** Certified by the American Board of Dermatology. Through additional special training, has developed expertise in the treatment of specific skin disease categories with emphasis on those diseases that predominate in infants, children and adolescents.
- 1355 Pediatrics and Adolescent – Developmental-Behavioral:** Certified by the American Board of Pediatrics. A pediatrician with special training and experience who aims to foster understanding and promotion of optimal development of children and families through research, education, clinical care, and advocacy efforts. This physician assists in the prevention, diagnosis, and management of developmental difficulties and problematic behaviors in children, and in the family dysfunctions that compromise children's development.
- 1360 Pediatrics and Adolescent – Endocrinology:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Endocrinology. A pediatrician who provides expert care to infants, children and adolescents who have diseases that result from an abnormality in the endocrine glands (glands which secrete hormones). These diseases include diabetes mellitus, growth failure, unusual size for age, early or late pubertal development, birth defects, the genital region, and disorders of the thyroid, the adrenal and pituitary glands.
- 1370 Pediatrics and Adolescent – Gastroenterology:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Gastroenterology. A pediatrician who specializes in the diagnoses and treatment of diseases of the digestive systems of infants, children, and adolescents. This specialist treats conditions such as abdominal pain, ulcers, diarrhea, cancer, and jaundice and performs complex diagnostic and therapeutic procedures using lighted scopes to see internal organs.
- 1375 Pediatrics and Adolescent – Genetics:** Certified by the American Board of Pathology with a certificate of special qualification in Pediatric Pathology. At least 70% of time is spent with pediatric patients.
- 1380 Pediatrics and Adolescent – Hem/Onc:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Hematology-Oncology. A pediatrician trained in the combination of pediatrics, hematology and oncology to recognize and manage pediatric blood disorders and cancerous diseases.
- 1381 Pediatrics and Adolescent – Hospitalist:** Certified by the American Board of Internal Medicine. At least 70% of time is spent in a pediatric ward or facility.
- 1382 Pediatrics and Adolescent – Infectious Disease:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Infectious Disease. A pediatrician trained to care for children in the diagnosis, treatment and prevention of infectious diseases. This specialist can apply specific knowledge to affect a better outcome for pediatric infections with complicated courses, underlying diseases that predispose to unusual or severe infections, unclear diagnoses, uncommon diseases, and complex or investigational treatments.
- 1384 Pediatrics and Adolescent – Intensive Care:** Certified by the American Board of Internal Medicine with special certification in Critical Care. At least 70% of time is spent with pediatric and adolescent patients in a hospital intensive care unit.

- 1386 **Pediatrics and Adolescent – Internal Medicine:** Certified by the American Board of Internal Medicine or Family Practice with a certificate of added qualification in Adolescent Medicine. A multi-disciplinary health care specialist trained in the unique physical, psychological, and social characteristics of adolescents, and their health care problems and needs.
- 1240 **Pediatrics & Adolescent - Neonatology:** Certified by the American Board of Pediatrics with a certificate of special qualification in Neonatal-Perinatal Medicine. A pediatrician whose principle care is for sick newborn infants. Clinical expertise is used for direct patient care and for consulting with obstetrical colleagues to plan for the care of mothers who have high-risk pregnancies.
- 1390 **Pediatrics and Adolescent – Nephrology:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Nephrology. A pediatrician who deals with the normal and abnormal development and maturation of the kidney and urinary tract, the mechanisms by which the kidney can be damaged, the evaluation and treatment of renal diseases, fluid and electrolyte abnormalities, hypertension, and renal replacement therapy.
- 1400 **Pediatrics and Adolescent – Neurology:** Certified by the American Board of Psychiatry and Neurology with Special Qualifications in Child Neurology. A neurologist specializes in the diagnosis and treatment of all types of disease or impaired function of the brain, spinal cord, peripheral nerves, muscles, and autonomic nervous system, as well as the blood vessels that relate to these structures. A child neurologist has special skills in the diagnosis and management of neurologic disorders of the neonatal period, infancy, early childhood, and adolescence.
- 1410 **Pediatrics and Adolescent – Pulmonary:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Pulmonology. A pediatrician dedicated to the prevention and treatment of all respiratory diseases affecting infants, children, and young adults. This specialist is knowledgeable about the growth and development of the lung, assessment of respiratory function in infants and children, and experienced in a variety of invasive and noninvasive diagnostic techniques.
- 1415 **Pediatrics and Adolescent – Rheumatology:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Rheumatology. A pediatrician who treats diseases of joints, muscle, bones, and tendons. A pediatric rheumatologist diagnoses and treats arthritis, back pain, muscle strains, common athletic injuries, and “collagen” diseases.
- 1417 **Pediatrics and Adolescent – Urgent Care:** Certified by the American Board of Pediatrics. At least 70% of time is spent in the urgent care setting treating pediatric patients, including satellite clinics.
- 1430 **Physical Medicine and Rehabilitation:** Certified by the American Board of Physical Medicine and Rehabilitation. Physical medicine and rehabilitation, also referred to as rehabilitation medicine, is the medical specialty concerned with diagnosing, evaluating, and treating patients with physical disabilities. These disabilities may arise from conditions affecting the musculoskeletal system such as neck and back pain, sport injuries, or other painful conditions affecting the limbs, for example carpal tunnel syndrome. Alternatively, the disabilities may result from neurological trauma or disease such as spinal chord injury, head injury, or stroke. A physician certified in physical medicine and rehabilitation is often called a physiatrist. For diagnosis and evaluation, a physiatrist may include the techniques of electromyography to supplement the standard history, physical, X-ray, and laboratory examinations. The physiatrist has expertise in the appropriate use of therapeutic exercise, prosthetics (artificial limbs), orthotics, and mechanical and electrical devices.
- 1437 **Pain Management- Non-Anesthesiology:** A physician who has a special certificate in Pain Management. These physicians provide a high level of care, either as a primary physician or consultant, for patients experiencing problems with acute, chronic or cancer pain in both hospital and ambulatory settings. Patient care needs may also be coordinated with other specialists. At least 25% of their time is spent in Pain Management- Non Anesthesiology.
- 1440 **Psychiatry- General:** Certified by the American Board of Psychiatry and Neurology. A psychiatrist specializes in the prevention, diagnosis, and treatment of mental, additive, and emotional disorders such as schizophrenia and other psychotic disorders, mood disorders, anxiety disorders, substance-related disorders, sexual and gender identity disorders, and adjustment disorders. The psychiatrist is able to understand the biologic, psychologic, and social components of illness, and therefore is uniquely prepared to treat the whole person. The main form of treatment used by a psychiatrist is psychopharmacology. A psychiatrist is qualified to order diagnostic laboratory tests and to prescribe medications, evaluate and treat psychologic and interpersonal problems, and to intervene with families who are coping with stress, crises, and other problems in living. Use this definition if the physician spends equal time in an inpatient and outpatient setting.

- 1441 **Psychiatry – Inpatient:** Using the above definition for Psychiatry- General, Inpatient psychiatry treatment in a more temporary setting. At least 70% of the physician's time is spent with in an inpatient setting.
- 1442 **Psychiatry – Outpatient :** Using the above definition for Psychiatry- General, Outpatient psychiatry treatment is more ongoing. At least 70% of the physician's time is spent with in an outpatient setting.
- 1445 **Psychiatry – Child:** Certified by the American Board of Psychiatry and Neurology with a certificate of special qualification in Child & Adolescent Psychiatry. A psychiatrist with additional training in the diagnosis and treatment of developmental, behavioral, emotional, and mental disorders of childhood and adolescence.
- 1446 **Psychiatry – Geriatric:** Certified by the American Board of Psychiatry and Neurology. A psychiatrist with expertise in the prevention, evaluation, diagnosis, and treatment of mental and emotional disorders in the elderly. The geriatric psychiatrist seeks to improve the psychiatric care of the elderly both in health and in disease.
- 1447 **Psychiatry – Neurophysiology:** Certified by the American Board of Psychiatry and Neurology. A psychiatrist with expertise in the diagnosis and management of central, peripheral, and autonomic nervous system disorders using a combination of clinical evaluation and electrophysiological testing such as electroencephalography (EEG), electromyography (EMG), and nerve conduction studies (NCS).
- 1450 **Pulmonary Disease:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Pulmonary Diseases. Treats diseases of the lungs and airways. Diagnoses and treats cancer, pneumonia, pleurisy, asthma, occupational diseases, bronchitis, sleep disorders, emphysema, and other complex disorders of the lungs.
- 1460 **Reproductive Endocrinology:** Certified by the American Board of Obstetrics and Gynecology with a certificate of special qualification in Reproductive Endocrinology.
- 1470 **Rheumatologic Disease:** Certified by the American Board of Internal Medicine with a certificate of special qualification in Rheumatology. An internist who treats diseases of joints, muscle, bones, and tendons. This specialist diagnoses and treats arthritis, back pain, muscle strains, common athletic injuries, and "collagen" diseases.
- 1475 **Sleep Lab:** An Internist with demonstrated expertise in the diagnosis and management of clinical conditions that occur during sleep, that disturb sleep, or that are affected by disturbances in the wake-sleep cycle. This specialist is skilled in the analysis and interpretation of comprehensive polysomnography, and well-versed in emerging research and management of a sleep laboratory. This subspecialty includes the clinical assessment, polysomnographic evaluation and treatment of sleep disorders including insomnias, disorders of excessive sleepiness (e.g., narcolepsy), sleep-related breathing disorders (such as obstructive sleep apnea), parasomnias, circadian rhythm disorders, sleep-related movement disorders and other conditions pertaining to the sleep-wake cycle. At least 70% of time is spent in the treatment of sleep disorders
- 1480 **Sports Medicine:** Certified by the American Board of *either* Emergency Medicine *or* Family Practice *or* Internal Medicine *or* Pediatrics, with a certificate of added qualification in Sports Medicine. Is responsible for continuous care in the field of sports medicine, not only for the enhancement of health and fitness, but also for the prevention and management of injury and illness. Has knowledge and experience in the promotion of wellness and the role of exercise in promoting a healthy lifestyle. Knowledge of exercise physiology, biomechanics, nutrition, psychology, physical rehabilitation, and epidemiology is essential to the practice of sports medicine. At least 70% of time is spent in non-surgical orthopedic procedures.
- 1490 **Urgent Care:** Certified by the American Board of Internal Medicine. At least 70% of time is spent in the urgent care setting, including satellite clinics.
- 1500 **Wound Care:** A physician with specialized training in the evaluation, treatment and healing of chronic wounds. A chronic, non-healing wound is one that does not heal in six to eight weeks with traditional wound care. Some treatment options a wound care specialist may provide include: Doppler Evaluation, Wound Debridement, Wound Dressings, Negative Pressure Therapy, Orthopedic, Vascular & Plastic Surgery, Nutrition Counseling or Diabetes Counseling. At least 70% of time is spent in the performing wound care.

Surgical Specialties

- 2005 **Bariatric Surgery:** Certified by the American Board of Surgery. The surgeon specializes in performing gastric bypass surgery, generally treatment for obesity. The surgeon provides preoperative, operative, and postoperative care to surgical patients. At least 50% of time is spent in the Bariatric practice.
- 2007 **Breast Surgery:** A surgeon who is especially skilled in operating on the breast. A breast surgeon may biopsy a tumor in the breast and, if it is malignant, remove the tumor. A breast surgeon may also do breast reconstruction following a mastectomy for breast cancer. The surgeons who carry out this type of breast reconstruction may be breast oncology surgeons or plastic surgeons. (Surgeons trained in both these specialties are known as oncoplastic surgeons.)
- 2010 **Cardiac/Thoracic Surgery:** Certified by the American Board of Thoracic Surgery. Procedures such as cardiac catheterization, angiography, electrocardiography, echocardiography, imaging techniques, endoscopy, tissue biopsy, and biologic and biochemical tests appropriate to thoracic diseases and evolving techniques, such as laser therapy, endovascular procedures, electrophysiologic procedures and devices, thoracoscopy and thoracoscopic surgery. The scope of thoracic surgery encompasses knowledge of normal and pathologic conditions of both cardiovascular and general thoracic structures. This includes congenital and acquired lesions (including infections, trauma, tumors, and metabolic disorders) of both the heart and blood vessels in the thorax, as well as diseases involving the lungs, pleura, chest wall, mediastinum, esophagus, and diaphragm. In addition, the ability to establish a precise diagnosis, an essential step toward proper therapy, requires familiarity with diagnostic procedures such as cardiac catheterization, angiography, electrocardiography, echocardiography, imaging techniques, endoscopy, tissue biopsy, and biologic and biochemical tests appropriate to thoracic diseases. It is essential that the thoracic surgeon be knowledgeable and experienced in evolving techniques, such as laser therapy, endovascular procedures, electrophysiologic procedures and devices, thoracoscopy and thoracoscopic surgery
- 2015 **Cardiovascular Surgery:** A Cardiovascular Surgeon performs operations on the heart and blood vessels of the body. This may include replacement of heart valves, or bypasses of blocked coronary arteries. Training in the specialization of cardiovascular surgery involves the completion of a general surgery residency program followed by two or three more years of specialized training in all of the aspects of heart, blood vessel and chest surgery. Some surgeries include: Permanent transvenous pacemaker insertion, Cardiac surgery of the coronary artery (bypass); treatment of valvular heart disease, artery problems, carotid artery problems or Microvascular surgery for diabetic leg ulcers.
- 2020 **Colon and Rectal Surgery:** Certified by the American Board of Colon & Rectal Surgery. Trained to diagnose and treat various diseases of the intestinal tract, colon, rectum, anal canal, and perianal area by medical and surgery means. Also deals with other organs and tissues (such as the liver, urinary, and female reproductive system) involved with primary intestinal disease. Have the expertise to diagnose and manage anorectal conditions in the office setting. Also treat problems of the intestine and colon, and perform endoscopic procedures to evaluate and treat problems such as cancer, polyps, and inflammatory conditions.
- 2030 **Emergency Care:** Certified by the American Board of Emergency Medicine. Focuses on the immediate decision-making and action necessary to prevent death or any further disability both in the pre-hospital setting by directing emergency medical technicians and in the emergency department. Provides immediate recognition, evaluation, care, stabilization and disposition of a generally diversified population of adult and pediatric patients in response to acute illness and injury.
- 2035 **Emergency Care – Pediatrics:** Certified by the American Board of Emergency Medicine *or* the American Board of Pediatrics, with a certificate of added qualification in Pediatric Emergency Medicine. An emergency physician who has special qualifications to manage emergencies in infants and children.
- 2050 **General Surgery:** Certified by the American Board of Surgery. A surgeon manages a broad spectrum of surgical conditions affecting almost any area of the body. The surgeon establishes the diagnosis and provides the preoperative, operative, and postoperative care to surgical patients and is usually responsible for the comprehensive management of the trauma victim and the critically ill surgical patient. The surgeon uses a variety of diagnostic techniques, including endoscopy, for observing internal structures, and may use specialized instruments during operative procedures. A general surgeon is expected to be familiar with the salient features of other surgical specialties in order to recognize problems in those areas and to know when to refer a patient to another specialist.
- 1420 **Maternal Fetal Medicine / Perinatology:** Certified by the American Board of Obstetrics and Gynecology. An obstetrician/gynecologist who cares for, or provides consultation on, patients with complications of pregnancy. This

specialist has advanced knowledge of the obstetrical, medical, and surgical complications of pregnancy, and their effect on both the mother and the fetus. He/she also possesses expertise in the most current diagnostic and treatment modalities used in the care of patients with complicated pregnancies.

- 2090 Neurological Surgery:** Certified by the American Board of Neurological Surgery. Provides the operative and non-operative management (i.e., prevention, diagnosis, evaluation, treatment, critical care, and rehabilitation) of disorders of the central peripheral, and autonomic nervous systems, including their supporting structures and vascular supply; the evaluation and treatment of pathological processes which modify function or activity of the nervous system; and the operative and non-operative management of pain. Treats patients with disorders of the nervous system; disorders of the brain, meninges, skull, and their blood supply, including the extracranial carotid and vertebral arteries, disorders of the pituitary gland; disorders of the spinal cord, meninges, and vertebral column, including those which may require treatment by spinal fusion or instrumentation; and disorders of the cranial and spinal nerves throughout their distribution.
- 2095 Neurological Surgery – Pediatrics:** A neurological surgeon who spends at least 70% of his/her time with pediatric patients.
- 2070 OB/GYN- General:** Certified by the American Board of Obstetrics and Gynecology. An obstetrician/gynecologist possesses special knowledge, skills, and professional capability in the medical and surgical care of the female reproductive system and associated disorders. This physician serves as a consultant to other physicians, and as a primary physician for women.
- 1160 OB/GYN- Gynecological Oncology:** Certified by the American Board of Obstetrics and Gynecology with a certificate of special qualification in Gynecologic Oncology. An obstetrician/gynecologist who provides consultation and comprehensive management of patients with gynecologic cancer.
- 1170 OB/GYN- Gynecology Only:** Certified by the American Board of Obstetrics and Gynecology. A gynecologist possesses special knowledge, skills, and professional capability in the medical and surgical care of the female reproductive system and associated disorders. This physician serves as a consultant to other physicians, and as a primary physician for women.
- 1270 OB/GYN- Obstetrics:** Certified by the American Board of Obstetrics and Gynecology. An obstetrician possesses special knowledge, skills, and professional capability in the medical and surgical care of the female reproductive system and associated disorders. This physician serves as a consultant to other physicians, and as a primary physician for women.
- 2075 OB/GYN- Urogynecology:** Certified by the American Board of Obstetrics and Gynecology. These doctors become specialists with additional training and experience in the evaluation and treatment of conditions that affect the female pelvic organs, and the muscles and connective tissue that support the organs. They specialized in the care of women with Pelvic Floor Dysfunction. The Pelvic Floor is the muscles, ligaments, connective tissue, and nerves that help support and control the rectum, uterus, vagina, and bladder.
- 2097 Oculo-Facial / Oculoplastic:** Certified by the American Board of Plastic Surgery or Ophthalmology with training in Ocular Facial. Plastic and Reconstructive surgery of the periorbital and facial tissues including eyelids & eyebrows, cheeks, orbit, and lacrimal (tear) system. Eye Plastic surgeons are ophthalmologists who have completed extensive post-residency training in this unique sub-specialty. This is a highly specialized area of plastic surgery that focuses on the area around the eyes, forehead and midface These include drooping eyelids (ptosis), eyelid malposition (entropion, ectropion), and eyelash abnormalities. They treat tumors of the eyelids and orbit, trauma, congenital abnormalities, thyroid eye disease, tearing problems, and blinking difficulties (blepharospasm, hemifacial spasm).
- 2098 Oncology- Surgical:** Is the branch of surgery which focuses on the surgical management of malignant neoplasms (cancer). There are currently 14 surgical oncology fellowship training programs in the United States that have been approved by the Society of Surgical Oncology. While many general surgeons are actively involved in treating patients with malignant neoplasms, the designation of "surgical oncologist" is generally reserved for those surgeons who have completed one of the approved fellowship programs.
- 2100 Ophthalmology:** Certified by the American Board of Ophthalmology. An ophthalmologist has the knowledge and professional skills needed to provide comprehensive eye and vision care. Ophthalmologists are medically trained to diagnose, monitor, and medically or surgically treat all ocular and visual disorders. This includes problems affecting the

eye and its component structures, the eyelids, the orbit and the visual pathways. In so doing, an ophthalmologist prescribes vision services, including glasses and contact lenses.

- 2120 **Ophthalmology – Orbital:** Certified by the American Board of Ophthalmology with a practice that is limited to the diagnosis, treatment, and surgical treatment of eye socket and ocular area. Does not include cataract surgery, refractive surgery, and traditional medical treatments such as vision, contact lenses, etc.
- 2250 **Ophthalmology – Pediatrics and Adolescent:** Certified by the American Board of Ophthalmology. An ophthalmologist has the knowledge and professional skills needed to provide comprehensive eye and vision care. Ophthalmologists are medically trained to diagnose, monitor, and medically or surgically treat all ocular and visual disorders. This includes problems affecting the eye and its component structures, the eyelids, the orbit and the visual pathways. In so doing, an ophthalmologist prescribes vision services, including glasses and contact lenses. At least 70% of time is spent with pediatric patients.
- 2105 **Ophthalmology – Refractive:** Certified by the American Board of Ophthalmology. At least 70% of time is spent in refractive surgery, including laser correction surgery.
- 2130 **Ophthalmology – Retinal Surgery:** Certified by the American Board of Ophthalmology. At least 70% of time is spent in retinal surgery.
- 2140 **Oral Surgery:** Certified by the American Boards of Dentistry *and* General Surgery. At least 70% of time is spent in surgery related to the mouth region.
- 2145 **Orthopedic Oncology:** An orthopedic oncologist specializes in the diagnosis and treatment of primary benign and malignant (cancerous) bone and soft-tissue tumors. Following an orthopedic surgical residency, a fellowship in orthopedic oncology lasting one to two years is to be completed. During this time, the physician will learn in depth about the pathology and treatment of various forms of primary malignant neoplasm affecting the bony structures of the human body.
- 2280 **Orthopedic Sports Medicine:** Certified by the American Board of Orthopaedic Surgery. An orthopedic surgeon is trained in the preservation, investigation and restoration of the form and function of the extremities, spine, and associated structures by medical and physical means. At least 70% of time is spent on sports-related injuries.
- 2150 **Orthopedic Surgery:** Certified by the American Board of Orthopaedic Surgery. An orthopedic surgeon is trained in the preservation, investigation and restoration of the form and function of the extremities, spine, and associated structures by medical, surgical, and physical means. An orthopedic surgeon is involved with the care of patients whose musculoskeletal problems include congenital deformities, trauma, infections, tumors, metabolic disturbances of the musculoskeletal system, deformities, injuries, and degenerative diseases of the spine, hands, feet, knee, hip, shoulder, and elbow in children and adults. An orthopedic surgeon is also concerned with primary and secondary muscular problems and the effects of central or peripheral nervous system lesions of the musculoskeletal system.
- 2175 **Orthopedic Surgery – Foot and Ankle:** An orthopedic surgeon who spends at least 70% of his/her time on foot and/or ankle cases.
- 2170 **Orthopedic Surgery – Hand:** Certified by the American Board of Orthopaedic Surgery with a certificate of added qualification in Hand Surgery. A specialist trained in the investigation, preservation and restoration by medical, surgical, and rehabilitative means of all structures of the upper extremity directly affecting the form and function of the hand and wrist.
- 2180 **Orthopedic Surgery – Joint Replacement:** Certified by the American Board of Orthopaedic Surgery. At least 70% of time is spent in the surgical treatment of degenerative diseases of the knee, hip, shoulder, and ankle.
- 2200 **Orthopedic Surgery – Pediatrics:** Certified by the American Board of Orthopaedic Surgery. At least 70% of time is spent with pediatric patients.
- 2190 **Orthopedic Surgery – Spine:** Certified by the American Board of Orthopaedic Surgery. At least 70% of time is spent in the surgical treatment of diseases of the spine.

- 2285 **Orthopedic Surgery – Trauma:** Certified by the American Board of Orthopaedic Surgery. At least 70% of time is spent on the treatment of trauma injuries. Likely located in an emergency unit.
- 2210 **Otolaryngology:** Certified by the American Board of Otolaryngology. An otolaryngologist – head and neck surgeon provides comprehensive medical and surgical care for patients with diseases and disorders that affect the ears, nose, throat, the respiratory and upper alimentary systems and related structures of the head and neck. An otolaryngologist diagnoses and provides medical and/or surgical therapy or prevention of diseases, allergies, neoplasms, deformities, disorders and/or injuries of the ears, nose, sinuses, throat, respiratory and upper alimentary systems, face, jaws, and the other head and neck systems. Head and neck oncology, facial plastic and reconstructive surgery, and the treatment of disorders of hearing and voice are fundamental areas of expertise.
- 2215 **Otolaryngology – Head and Neck Surgery:** An otolaryngologist with additional training in plastic and reconstructive procedures within the head, face, neck and associated structures, including cutaneous head and neck oncology and reconstruction, management of maxillofacial trauma, soft tissue repair, and neural surgery. The field is diverse and involves a wide age range of patients, from the newborn to the aged. While both cosmetic and reconstructive surgery is practiced, many additional procedures interface with them.
- 2240 **Pediatric Surgery:** Certified by the American Board of Surgery with a certificate of special qualification in Pediatric Surgery. A surgeon with expertise in the management of surgical conditions in premature and newborn infants, children, and adolescents.
- 2260 **Plastic and Reconstruction:** Certified by the American Board of Plastic Surgery. A plastic surgeon deals with the repair, reconstruction, or replacement of physical defects of form or function involving the skin, musculoskeletal system, craniomaxillofacial structures, hand, extremities, breast and trunk, and external genitalia. He/she uses aesthetic surgical principles not only to improve undesirable qualities of normal structures but in all reconstructive procedures as well. A plastic surgeon possesses special knowledge and skill in the design and surgery of grafts, flaps, free tissue transfer and replantation. Competence in the management of complex wounds, the use of implantable materials, and in tumor surgery is required.
- 2265 **Plastic and Reconstruction – Pediatrics:** A plastic surgeon that spends at least 70% of his/her time with pediatric patients.
- 2275 **Thoracic Surgery:** Certified by the American Board of Thoracic Surgery. A thoracic surgeon provides the operative, perioperative, and critical care of patients with pathologic conditions within the chest. Included is the surgical care of coronary artery disease, cancers of the lung, esophagus and chest wall, abnormalities of the trachea, abnormalities of the great vessels and heart valves, congenital anomalies, tumors of the mediastinum, and diseases of the diaphragm. The management of the airway and injuries of the chest is within the scope of the specialty.
- Thoracic Surgeons have the knowledge, experience and technical skills to accurately diagnose, safely operate upon and effectively manage patients with thoracic diseases of the chest. This requires substantial knowledge of cardiorespiratory physiology and oncology, as well as capability in the use of heart assist devices, management of abnormal heart rhythms and drainage of the chest cavity, respiratory support systems, endoscopy and invasive and noninvasive diagnostic techniques. The management of the airway and injuries of the chest is within the scope of the specialty. At least 90% of his/her time is spent performing Thoracic related procedures. Use the Cardiac / Thoracic Surgery specialty for physicians performing both areas.
- 2300 **Transplant Surgery – Kidney:** Certified by the American Board of Surgery with special certification in transplant surgery. This physician's practice is predominantly related to kidney procedures.
- 2310 **Transplant Surgery – Liver:** Certified by the American Board of Surgery with special certification in transplant surgery. This physician's practice is predominantly related to liver procedures.
- 2292 **Transplant Surgery – Medical:** Certified by the American Board of Surgery with special certification in transplant surgery. Transplant Surgeons will have experience with histocompatibility/immunology, infectious disease, and the preoperative and postoperative management of patients who require transplantation, as well as in performance and interpretation of special diagnostic techniques necessary for the management of rejection and other problems in transplant recipients.

- 2290 **Transplant Surgery – Thoracic:** Certified by the American Board of Surgery with special certification in transplant surgery. This physician's practice is predominantly related to cardiac procedures.
- 2295 **Trauma Surgery:** Certified by the American Board of Surgery with special certification in critical care surgery. They have expertise in the management of the critically ill and postoperative patient, particularly the trauma victim, who specializes in critical care medicine diagnoses, treats and supports patients with multiple organ dysfunction. This specialist may have administrative responsibilities for intensive care units and may also facilitate and coordinate patient care among the primary physician, the critical care staff, and other specialists.
- 2320 **Urology:** Certified by the American Board of Urology. An urologist manages benign and malignant medical and surgical disorders of the genitourinary system and the adrenal gland. This specialist has comprehensive knowledge of, and skills in, endoscopic, percutaneous, and open surgery of congenital and acquired conditions of the urinary and reproductive systems and their contiguous structures.
- 2335 **Urology – Pediatrics:** Certified by the American Board of Pediatrics with a certificate of special qualification in Pediatric Urology. A pediatrician who manages benign and malignant medical and surgical disorders of the genitourinary system and the adrenal gland. This specialist has comprehensive knowledge of, and skills in, endoscopic, percutaneous, and open surgery of congenital and acquired conditions of the urinary and reproductive systems and their contiguous structures.
- 2340 **Vascular Surgery:** Certified by the American Board of Surgery with a certificate of added qualification in General Vascular Surgery. A vascular surgeon has expertise in the management of surgical disorders of the blood vessels, excluding the intracranial vessels of the heart. A Vascular Surgeon has expertise in the diagnosis and care of patients with diseases and disorders affecting the arteries, veins and lymphatic systems, excluding vessels of the brain and heart. Common procedures performed by Vascular Surgeons include the opening of artery blockages to prevent stroke, correction of artery blockages in the legs and abdominal organs, repair of veins to improve circulation, treatment of aneurysms (bulges) in the aorta, and care of patients suffering vascular trauma. Vascular Surgeons perform open surgery as well as endovascular (minimally invasive) procedures using balloon angioplasty and stents, and are also trained in the treatment of vascular disease by medical (non-surgical) means. Vascular Surgeons also perform non-invasive diagnostic testing to detect vascular problems.

Anesthesiology/Laboratory/Radiology

- 2000 **Anesthesiology:** Certified by the American Board of Anesthesiology. Trained to provide pain relief and maintenance, or restoration, of a stable condition during and immediately following an operation, an obstetric or diagnostic procedure. Also provides medical management and consultation in pain management and critical care medicine. Anesthesiologists diagnose and treat acute, longstanding, and cancer pain problems; diagnose and treat patients with critical illnesses or severe injuries; direct resuscitation in the care of patients with cardiac or respiratory emergencies, including the need for artificial ventilation; and supervise post anesthesia recovery.
- 2230 **Anesthesiology - Pain Clinic:** Certified by the American Board of Anesthesiology with a certificate of added qualification in Pain Management. An anesthesiologist who provides a high level of care, either as a primary physician or consultant, for patients experiencing problems with acute, chronic and/or cancer pain in both hospital and ambulatory settings.
- 4000 **Biochemistry (M.D. Only):** A physician for whom at least 70% of his/her time is spent on biochemistry.
- 4010 **Dermopathology:** Certification by the American Board of Pathology or Dermatology with a certificate of added qualification in Dermopathology. A dermapathologist has the expertise to diagnose and monitor diseases of the skin including infectious, immunologic, degenerative, and neoplastic diseases. This entails the examination and interpretation of specially prepared issue sections, cellular scrapings, and smears of skin lesions by means of routine and special (electron and florescent) microscopes.
- 4030 **Diagnostic Radiology (M.D. Interventional):** Certified by the American Board of Radiology with a certificate of added qualification in Vascular & Interventional Radiology. A radiologist who diagnoses and treats diseases by various radiologic imaging modalities. These include fluoroscopy, digital radiography, computed tomography, sonography and magnetic resonance imaging.

- 4020 **Diagnostic Radiology (M.D. Neuro-Interventional):** A radiologist who diagnoses and treats diseases utilizing imaging procedures as they relate to the brain, spine and spinal cord, head, neck, and organs of special sense in adults and children.
- 4040 **Diagnostic Radiology (M.D. Non-Interventional):** Certified by the American Board of Radiology. A radiologist who utilizes x-ray, radionuclides, ultrasound, and electromagnetic radiation to diagnose and treat disease.
- 4050 **Immunology (M.D. Only):** Certified by the American Board of *either* Allergy and Immunology *or* Internal Medicine with a certificate of added qualification in Clinical and Laboratory Immunology. Utilizes various laboratory tests and complex procedures to diagnose and treat disorders characterized by defective responses of the body's immune system.
- 4060 **Laboratory Hematology:** Certified by the American Board of Pathology with a certificate of special qualification in Hematology.
- 1175 **Mammography:** Certified by the American Board of Radiology with special certification in mammography. A mammographer is a radiologist with greater than 70% of his/her practice in mammography.
- 4070 **Microbiology (M.D. Only):** Certified by the American Board of Pathology with a certificate of special qualification in Medical Microbiology. A physician who is expert in the isolation and identification of microbial agents that causes infectious disease. Viruses, bacteria, and fungi, as well as parasites are identified and, where possible, tested for susceptibility to appropriate antimicrobial agents.
- 4080 **Nuclear Medicine (M.D. Only):** Certified by the American Board of Nuclear Medicine. A nuclear medicine specialist employs the properties of radioactive atoms and molecules in the diagnosis and treatment of disease, and in research. The nuclear medicine specialist has special knowledge in the biologic effects of radiation exposure, the fundamentals of the physical sciences and the principles and operation of radiation detection and imaging instrumentation systems.
- 4090 **Other Laboratory (M.D. Only):** A laboratory physician that is not classified elsewhere.
- 4100 **Pathology – Combined (M.D. Only):** Certified by the American Board of Pathology for Combined Anatomic and Clinical Pathology. A pathologist deals with the causes and nature of disease and contributes to diagnosis, prognosis, and treatment through knowledge gained by the laboratory application of the biologic, chemical, and physical sciences. A pathologist uses information gathered from the microscopic examination of tissue specimens, cells, and body fluids, and from clinical laboratory tests on body fluids and secretions for the diagnosis, exclusion, and monitoring of disease.
- 4103 **Pathology – Clinical (M.D. Only):** Certified by the American Board of Pathology for Clinical Pathology and deals with the study of disease and disease processes by means of chemical, microscopic, and serologic examinations.
- 2270 **Pathology - Anatomic (M.D. Only):** Certified by the American Board of Pathology in Anatomic Pathology. Performs surgical procedures in the diagnosis and identification of diseases. And deals with the morphologic changes in the tissues, both gross and microscopic; pathological anatomy.
- 4110 **Pharmacology:** A physician for whom at least 70% of his/her time is spent on pharmacology.
- 4120 **Physiology (M.D. Only):** A physician for whom at least 70% of his/her time is spent on physiology.
- 4130 **Radiation Therapy (M.D. Only):** A radiation oncologist physician certified by the American Board of *either* Pathology *or* Radiology.

Ph.D. Only Positions

- 3020 **Ph.D. Only – Biochemistry:** Biochemists study such things as the structures and physical properties of biological molecules, including proteins, carbohydrates, lipids, and nucleic acids; the mechanisms of enzyme action; the chemical regulation of metabolism; the chemistry of nutrition; the molecular basis of genetics, the chemistry of vitamins; energy utilization in the cell; and the chemistry of the immune response.
- 3050 **Ph.D. Only – Diagnostic Radiology:** This is a subspecialty concerned with or aiding in diagnosis using radiology. A Diagnostic Radiologists uses ionizing and nonionizing radiation for the diagnosis and treatment of disease.

- 3055 **Ph.D. Only – Imaging (Physicist):** This specialty provides clinical medical imaging physics services using radiological imaging equipment. Clinical medical physicists are Board certified (American Board of Radiology, American Board of Medical Physics and/or the American Board of Science in Nuclear Medicine) and maintain clinical credentials in independent specialties of medical imaging physics. Imaging Physicists perform independent research in digital x-ray imaging, magnetic resonance imaging (MRI), x-ray computed tomography (CT), nuclear medicine physics (imaging and therapy) and optical imaging.
- 3060 **Ph.D. Only – Immunology:** Certified by the American Board of Allergy and Immunology. Clinical treatments and ongoing research programs in molecular aspects of lymphocyte differentiation and function, including MHC expression and peptide interactions; class I MHC structure and function; germinal center biology; HIV pathogenesis; immune responses to gene therapy; inflammation and allergy; signal transduction; and V(D)J recombination.
- 3070 **Ph.D. Only – Microbiology:** A medical provider who is an expert in the isolation and identification of microbial agents that cause infectious disease.
- 3075 **Ph.D. Only – Neurophysiology:** Ph.D. A psychiatrist with expertise in the diagnosis and management of central, peripheral and autonomic nervous system disorders using a combination of clinical evaluation and electrophysiologic testing such as electroencephalography (EEG), electromyography (EMG), and nerve conduction studies (NCS).
- 3215 **Ph.D. Only – Neuropsychology:** A Ph.D. psychologist who has completed special training in the neurobiological causes of brain disorders, and who specializes in diagnosing and treating these illnesses using a predominantly medical (as opposed to psychoanalytical) approach.
- 3100 **Ph.D. Only – Nuclear Medicine:** The branch of medicine concerned with the use of radioisotopes in the diagnosis, management, and treatment of disease. Nuclear medicine uses small amounts of radioactive materials or radiopharmaceuticals, substances that are attracted to specific organs, bones, or tissues
- 3140 **Ph.D. Only – Other Laboratory:** A laboratory physician that is not classified elsewhere.
- 3150 **Ph.D. Only – Pathology:** A Ph.D. specialist in pathology; They practices evaluates or supervise diagnostic tests, using materials removed from living or dead patients, and functions as a laboratory consultant to clinicians, or who conducts experiments or other investigations to determine the causes or nature of disease changes
- 3210 **Ph.D. Only – Psychology:** . A professional specializing in diagnosing and treating diseases of the brain, emotional disturbance, and behavior problems. Psychologists use psychotherapy as the primary form of treatment. In addition to their Ph.D. and Board certification, they may have additional training in a specialized type of therapy.
- 3211 **Ph.D Only – Psychology- Child:** . A professional specializing in diagnosing and treating diseases of the brain, emotional disturbance, developmental problems and behavior problems in children. Psychologists use play and other psychotherapy as treatment and their practice is limited to children. In addition to their Psychology Ph.D., they may also have other qualifications, including additional training in Child Psychology.
- 3220 **Ph.D. Only – Radiation Therapy: (Physicist)** Radiation Therapists specialize in the use of high-energy rays to damage cancer cells, stopping them from growing and dividing. Radiation therapists use radiation therapy to locally treat cancer cells only in the affected area. They have a PhD in physics, medical physics or a physical science and also is board certified by the American Board or Radiology in Therapeutic Radiologic Physics or by the American Board of Medical Physics in Radiation Oncology Physics.

Other Health Care Providers

- 3000 **Audiology:** A health care professional who is trained to evaluate hearing loss and related disorders, including balance disorders and tinnitus (ringing in the ears) and to rehabilitate individuals with hearing loss and related disorders. An audiologist uses a variety of tests and procedures to assess hearing and balance function. Audiologists fit and dispense hearing aids and other assistive devices for hearing.
- 3025 **Certified Nurse Specialist:** All clinical nurse specialists are registered nurses (RNs) who hold a master's degree in nursing with a focus on a specific specialty. These nursing professionals usually work in a hospital setting delivering direct patient care, teaching staff and patients, consulting with other professionals, and providing leadership and supervision in the workplace.

- 3030 **Certified Registered Nurse Anesthetist:** Certified registered nurse anesthetists are degreed RNs with critical care experience and graduate training in the delivery of anesthesia. CRNAs, under a doctor's supervision, administer intravenous, spinal, and other anesthetics as needed for surgical operations, deliveries, and other medical and dental procedures. They control the flow of gases or injected fluids to maintain the needed anesthetic state of the patient.
- 3035 **Chiropractor:** Requires minimally 2 years of college and 4 years in a chiropractic school. Chiropractic defined as a system of diagnosis and treatment that is based upon the concept that the nervous system coordinates all of the body's functions and holds that disease results from a lack of normal nerve function and employs manipulation and specific adjustment of body structures. Chiropractors work to manipulate the spine with their hands to realign the vertebrae and relieve the pressure on the nerves.
- 3040 **Dentistry:** The evaluation, diagnosis, prevention and/or treatment (non-surgical, surgical, or related procedures) of diseases, disorders, and/or conditions of the oral cavity, maxillofacial area and/or the adjacent and associated structures and their impact on the human body.
- 3041 **Dentistry- Pediatric:** Licensed by the state board of dentistry, a pediatric dentist specializes in both primary and comprehensive preventive and therapeutic oral health care for infants and children through adolescence, including those with special health care needs.
- 3065 **Epidemiology:** Focus on aspects of determining the occurrences and risk factors of disease, and practicing of prevention and treatment of disease. This can include surveillance and monitoring, screening, establishing and administering intervention programs for prevention or treatment of diseases, designing studies for determining risk factors of effectiveness of prevention approaches, and analyzing data.
- 3080 **Midwife:** Trained to assist a woman during childbirth. Midwives also provide prenatal care for pregnant women, birth education for women and their partners, and care for mothers and newborn babies after the birth.
- 3090 **Nuclear Medicine - Non Radiologist:** The branch of medicine concerned with the use of radioisotopes in the diagnosis, management, and treatment of disease. Nuclear medicine uses small amounts of radioactive materials or radiopharmaceuticals, substances that are attracted to specific organs, bones, or tissues.
- 3112 **Nurse Practitioner - Geriatric-** A Geriatric Nurse Practitioner is a state-licensed nurse and specializes in the branch of medicine concerned with the diagnosis, treatment and prevention of disease in older people and the problems specific to aging. An NP may function as a primary direct provider of health care and prescribe medications.
- 3113 **Nurse Practitioner - Medical Specialty:** Is a state-licensed nurse, and primary function involves any specialty found in the "Medical Specialties" of this document with the exception of: Family Practice, Internal Medicine, Pediatrics, Geriatrics, and any subspecialties of the above. The NP specializes in providing the patient with a broad spectrum of care, both preventive and curative, over a period of time and to coordinate all of the care the patient receives An NP may function as a primary direct provider of health care and prescribe medications or as a support position for physicians.
- 3115 **Nurse Practitioner - Primary Care:** Is a state-licensed nurse, and primary function involves the specialties of Family Practice, Internal Medicine, Pediatrics and any subspecialties of the above. The NP specializes in providing the patient with a broad spectrum of care, both preventive and curative, over a period of time and to coordinate all of the care the patient receives. A primary care NP often functions as a primary direct provider of health care and prescribe medications.
- 3117 **Nurse Practitioner - Surgical Specialty:** Is a state-licensed nurse, and primary function involves any specialty found in the "Medical Specialties" of this document. The NP specializes in providing the patient with a broad spectrum of care and helps coordinates the care the patient receives A surgical NP functions as a support position for physicians.
- 3118 **Nutritionist:** In a hospital or nursing home, a person who plans and/or formulates special meals for patients. It can also simply be a euphemism for a cook who works in a medical facility but who does not have extensive training in special nutritional needs. In clinical practice, a specialist in nutrition. Nutritionists can help patients with special needs, allergies, health problems, or a desire for increased energy or weight change devise healthy diets. Some nutritionists in private practice are well- trained, hold a degree and are licensed. Training requirements vary by state.
- 3120 **Occupational Therapist:** A licensed health professional that is trained to evaluate patients with joint conditions, such as arthritis, to determine the impact the disease on their activities of daily living. Occupational therapists can design and prescribe assistive devices that can improve the quality of the activities of daily living for patients with arthritis and other conditions of the muscles and joints.

- 3130 **Optometrist:** An optometrist is a Doctor of Optometry, an O.D. A health care professional who is licensed to provide primary eye care services. Optometrists examine and diagnose eye diseases such as glaucoma, cataracts, and retinal diseases, diagnose related systemic (bodywide) conditions such as hypertension and diabetes that may affect the eyes, examine, diagnose and treat visual conditions such as nearsightedness, farsightedness, astigmatism and presbyopia, and prescribe glasses, contact lenses, low vision rehabilitation and medications. Optometrists also perform minor surgical procedures such as the removal of foreign bodies.
- 3160 **Pharmacist:** A professional who fills prescription. Pharmacists are familiar with medication ingredients, interactions, cautions, and hints. Pharmacists prepare and distribute medicines and to give information about them.
- 3170 **Physical Therapist:** Trained and certified by a state or accrediting body to design and implement physical therapy programs. Physical Therapists use specially designed exercises and equipment to help patients regain or improve their physical abilities. Physical therapists work with many types of patients, from infants born with musculoskeletal birth defects, to adults suffering from sciatica or the after- effects of injury, to elderly post-stroke patients.
- 3180 **Physician Assistant – Medical:** PA training programs are accredited by the National Commission on Certification of Physician Assistants. They work under the supervision of a licensed doctor (an MD) or osteopathic physician (a DO). A PA can perform histories and physical examinations that do not go beyond a particular level. A PA can order any test which he or she is competent to interpret and provide the appropriate treatment. PAs follow patients through their hospital course or their course of treatment in a clinic setting.
- 3182 **Physician Assistant – Primary Care:** PA training programs are accredited by the National Commission on Certification of Physician Assistants. They work under the supervision of a licensed doctor (an MD) or osteopathic physician (a DO). A PA can perform histories and physical examinations that do not go beyond a particular level. A PA can order any test which he or she is competent to interpret and provide the appropriate treatment. PAs follow patients through their hospital course or their course of treatment in a clinic setting.
- 3185 **Physician Assistant – Surgical:** PA training programs are accredited by the National Commission on Certification of Physician Assistants. A mid-level medical practitioner who works under the supervision of a licensed doctor (an MD) or osteopathic physician (a DO). PAs can practice in virtually all and surgical specialties, provided they are properly trained and supervised. PAs can be 2nd and 3rd assists in surgical procedures and can perform simple surgical procedures such as laceration repair, etc.
- 3195 **Podiatry – Medical:** A podiatrist is a provider that specializes in the evaluation and treatment of diseases of the foot and emphasizes in health and conditions affecting the lower extremities.
- 3190 **Podiatry – Surgical:** A podiatrist is a provider that specializes in the evaluation and treatment of diseases of the foot. They perform surgical procedures on the foot.
- 3212 **Psychology (Master's Level):** . A professional specializing in diagnosing and treating diseases of the brain, emotional disturbance, and behavior problems. Psychology practitioners use psychotherapy as treatment. These providers have a certified masters in Psychology.
- 3230 **Social Worker:** A social worker trained in psychotherapy who helps individuals deal with a variety of mental health and daily living problems to improve overall functioning. A social worker usually has a master's degree in social work and has studied sociology, growth and development, mental health theory and practice, human behavior/social environment, psychology, research methods.
- 3235 **Speech Pathology:** A specialist who evaluates and treats communication disorders and swallowing problems. Speech pathologists usually have an MA or doctorate in their specialty, as well as a Certificate of Clinical Competence (CCC) earned by working under supervision.

*Most definitions are from *Which Medical Specialist For You*, revised edition of March 2003, published by The American Board of Medical Specialties, Evanston IL and the website www.abms.org.