Specifically, the median duration of follow-up was 30 weeks for placebo and 31 weeks for REMICADE. 17% of patients receiving REMICADE experienced elevations in ALT at >1 to <3 times the ULN compared to 12% of patients who received REMICADE compared with 1% of patients who received placebo. ALT elevations >3 times the ULN were observed in c1% of patients in both REMICADE compared programs. In a AS clinical trial (median follow up 24 weeks) for REMICADE compared to none in patients who received placebo. ALT elevations >3 times the ULN were observed in 6% of patients who received REMICADE compared to none in patients who received placebo. ALT elevations >3 times the ULN were observed in 6% of patients who received REMICADE compared to none in patients two received placebo. ALT elevations >3 times the ULN were observed in 5% of patients who received REMICADE compared to none in patients two received REMICADE compared to 1% who received placebo. ALT elevations >5 tults with placebo. INT = 30 to 30 times the ULN were observed in 2% of patients who received REMICADE compared to none in patients treated with placebo. ALT elevations >5 times ULN were observed in 1% of patients who received REMICADE compared to none in patients treated with placebo. ALT elevations >5 tults who received REMICADE compared to none in patients treated with placebo. ALT elevations >5 tults who received REMICADE compared to none in patients treated with placebo. ALT elevations >5 tults who received REMICADE compared to none in patients treated with placebo. ALT elevations >5 tults who received tuberculosis were reported: 6 weeks and 34 weeks after starting FENICADE. In placebo-controlled portion of the positiasis studies, 70 1122 patients who received REMICADE at any does were diagnosed with at least one NMSC compared to 0 d134 yalapients who received placebo. In the positiasis studies, 1% (15/1373) of patients experienced serum sickness or a combination of arthralgia and/or myalgia with fever, and/or rash, usually early in the treatment course. Of these patients, 6 required hosphalization due to fever, severe myalgia, arthralgia. swollen plants, and immolity. **Other Adverse Peestins 37**(4) with 20, 484 with UC, 220 with PAA, 1373 with plaque PAD and 17 with other conditions. (For information on other adverse reactions in pediatric patients, see ADVERSE **PEACTIONS**. Adverse Adverse Peorter protein 1 = 5% of all patients with RA receiving 4 or more infusions are listed below. The types and frequencies of adverse reactions observed were similar in REMICADE-treated platents (hor 102), average weeks of follow-up 66), respectively, are iterated patient (hor Course of 105% of REMICADE-treated platents (hor 102), average weeks of follow-up 66), respectively, are iterated patient (hor Course of 105% of REMICADE-treated platents (hor 102), average weeks of follow-up 66), respectively, are iterated patient (hor 102), average weeks of follow-up 66), respectively, are iterated patient (hor 102), average weeks of follow-up 66), respectively, are iterated patient (hor 102), average weeks of follow-up 66), respectively, are iterated patient (hor 102), average weeks of follow-up 66), respectively, are iterated based and iteration in the second based and the second infusion reactions should be dictated by the signs and symptoms of the reaction. Appropriate personnel and medication should be available to treat ananhylaxis if it occurs

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## Bringing in Physician Extenders

ast year's column on recruiting an associate continues to generate a lot of feedback. (If you missed that column, go to www.skin andallergynews.com and click on "The Archive Collection" on the left-hand side.)

The most common question goes something like this: "If, after going through your checklist, I conclude I can't afford an associate—or the right associate simply isn't available—what about a physician assistant

or nurse practitioner?"

Speaking at a recent dermatology conference, Dr. Roger Ceilly of the University of Iowa in Iowa City, past president of the American Academy of Dermatology, outlined the basics of incorporating physician extenders into a practice.

Dr. Ceilly began to explore that option when

he had difficulty recruiting physicians. "Young doctors are reluctant to settle in a non–sun belt, medium-sized metro area, even though Cedar Rapids is a wonderful place to live," he told me.

To those who are hesitant to go the extender route, Dr. Ceilly says, "Every non-MD in your office is a physician extender to some degree. Your receptionists do triage."

There are many advantages to incorporating PAs or NPs, he says. "My

PAs handle a lot of the medical dermatology, allowing me to devote more time to surgery. PAs do a more thorough total cutaneous examination than most physicians do."

There are other advantages as well. "Patients have better access to my care. They get more face time with caregivers, and they like that. They also benefit

from a team approach. And I benefit from a decreased workload and less burnout. It's an efficient and cost-effective solution to an expanding office."

Recruiting good extenders requires careful planning. "Take the time to write a detailed job description," Dr. Ceilly advised. "An office procedure training manual, detailing all practice protocols, is a must. Make sure adequate reference materials, for dermatology and general medicine as well as coding and documentation, are available. And put mechanisms in place to allow extenders to learn from existing clinical staff."

As with any employee, careful hiring is essential. "Hire the best PA. Take your time; don't settle for less." Dr. Ceilly recommends a tiered interview process, as do I: an immediate superior, followed by management, and then a physician. He also suggests having the best candidates spend some time in the office shadowing physicians before a final decision is made.

Dr. Ceilly says he prefers to recruit extenders who have had experience in a general medical office. "They will be better equipped to recognize underlying medical problems. Besides, when they have worked with sick people, they appreciate what a good deal dermatology is.

"Prior experience in a dermatology practice is not important," he added. "You're going to have to retrain them anyway."

Dr. Ceilly personally trains his extenders. Each procedure in the training manual must be covered, and signed off three times: the first time after the procedure is observed, the second after assisting

with it, and third after performing it.

"The most important thing is to make them your clones," he said. Train them to know your practice style inside and out, so that your patients will be comfortable with them. "My PAs function much the way a resident would, except they can charge for their services."

Compensation will depend on the going rate in your area, plus other factors. Dr. Ceilly factors in how well each extender interacts with staff, and

with patients, and how much more productive they make the office's physicians.

All of his extenders sign a 2-year commitment to stay with the practice; if they leave early, they must repay all salary received during their training period.

He discourages the use of an incentive system. "You don't want them cherry picking the lucra-

tive procedures, because then you're right back where you started," he said.

Exactly what duties you delegate to your extenders, and how closely you supervise them, should be discussed carefully and decided upon in advance. To a certain extent, it will depend on the laws in your particular state. However, the policy of the AAD is that at least one physician should be physically present in the office where extenders are working; that physicians see all new patients; and that physicians see all new problems in established patients.

DR. EASTERN practices dermatology and dermatologic surgery in Belleville, N.J. To respond to this column, write Dr. Eastern at our editorial offices or e-mail him at sknews@elsevier.com.



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