

# Careers in Health Law



SCHOOL OF LAW

A PROUD HERITAGE...AN AMBITIOUS FUTURE

Prepared by the  
Beazley Institute for Health Law and Policy  
Loyola University Chicago School of Law

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## Introduction

Certainly a primary goal of attending law school is to find a rewarding career. By enrolling at Loyola University Chicago School of Law, you've already taken an excellent first step towards pursuing such a career in the field of health law and policy. Students, staff and faculty members from the Beazley Institute for Health Law and Policy have prepared this guide to help you prepare for the next steps on your journey: gaining knowledge of and experience in health law, and obtaining employment in the field of health law.

Specifically, this guide will help you:

- Learn About the Health Law Field from a Beginning Law Student's Perspective
- Maximize Your Loyola Health Law Experience
- Seek Advice for Each Year You're in Law School
- Identify Where To Get a Job in Health Law
- Learn About Resumes, Networking, and Job Searches

Please let us know if you have found this guide helpful or if you have other suggestions by emailing us at [health-law@luc.edu](mailto:health-law@luc.edu). Thanks and good luck pursuing your health law career!

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*Please note that this guide is most useful when accessed online so that one can follow the links on Loyola's website. You can find it at [www.luc.edu/healthlaw/current\\_students/careers](http://www.luc.edu/healthlaw/current_students/careers).*

## Health Law at Loyola University Chicago School of Law

Established in 1984, the Beazley Institute for Health Law and Policy at Loyola University Chicago School of Law has evolved into a nationally recognized resource dedicated to the education of health law leaders and policymakers, and to the study and furtherance of the health law field.

The Beazley Institute offers a specialized Certificate in Health Law for J.D. candidates and four graduate degree programs in health law and policy: for attorneys, the Master of Laws (LL.M.) in Health Law and the Doctor of Juridical Sciences (S.J.D.) in Health Law and Policy; and the Master of Jurisprudence (M.J.) in Health Law and the Doctor of Laws (D.Law) in Health Law and Policy for health care professionals.

Loyola's health law curriculum boasts over 40 substantive courses focusing on topics such as reimbursement and finance, government regulation and policy, and corporate and transactional health law. Students gain first-hand knowledge of the health care industry by externing at local hospitals and health care entities, participating in "health care boot camps" on discreet subject areas, and regularly interacting with the practicing bar through Loyola's continuing education events and health law mentorship program. Students also benefit by publishing the Institute's law review, the *Annals of Health Law*, preparing the Illinois Association of Healthcare Attorneys' Annual Health Law Update, and serving in the Elder Law Clinic.

With over 1000 alumni world-wide and a consistent ranking in *US News & World Report* as one of the nation's top health law programs, Loyola's Beazley Institute for Health Law and Policy truly does educate the health law leaders of tomorrow.

### What is Health Law?

Health law is unique in that it's a practice area focused on an industry, not a body of law. Health law encompasses all aspects of the legal system governing the organization, financing, and delivery of health care services. Because of its breadth, health law affords attorneys the opportunity to practice law in a variety of areas or to develop a specialty in a specific niche area. Attorneys practicing in the field may touch on all of the following areas at some time, or may concentrate their practice in a particular subspecialty.

#### Antitrust

Competition in the health field is controversial, which has resulted in new opportunities for health law attorneys to deal with antitrust issues, whether from a prosecution or defense stance, or simply in terms of client counseling. Antitrust issues often arise in connection with medical staff privileging decisions, health trade association activities and joint ventures and acquisitions.

#### Contracts

The entire health delivery system, particularly where third-party reimbursement is concerned, is premised on a series of contracts—generally with government agencies, insurers, physicians, and institutional providers of care and suppliers of services. Contract law is thus directly or indirectly involved in most health care practices.

#### Corporate/Transactional

Corporate law issues arise during hospital or provider establishment, acquisitions, joint ventures, financings, or during facility construction, expansion or dissolution, whether of a single provider, or

a provider chain. Related issues include state and federal health planning requirements, licensure obligations and a myriad of other concerns.

## **Criminal Law**

Issues of medical malpractice can involve both civil and criminal law. A major practice area involves Medicare and Medicaid fraud and abuse issues, which encompass administrative, corporate law, and contract questions, in addition to their criminal applications. Attorneys with expertise in this area may assist in structuring contracts so as to avoid fraud and abuse problems, and may also represent clients who are under investigation.

## **Elder Law**

There is a growing need for attorneys who understand elder law issues. Issues of elder law frequently arise in the health law context, including advance directives, guardianship, long-term care, income maintenance, property management, healthcare funding, and elder abuse.

## **Health Policy/Bioethics**

In the rapidly growing area of health law, the most exciting and controversial issues arise in the realm of health policy and bioethics. Bioethics and policy issues cover a wide variety of vital emerging issues concerning health law and society such as stem cell research, the human genome project, and reproductive rights. Individuals who study bioethics and health policy may find themselves researching and writing legislative initiatives concerning the legal and ethical applications of pharmaceutical breakthroughs, emerging medical technology, and various health care plans. In addition, these individuals may find employment with bioethics consulting groups and ethics committees, which are used by hospitals when making difficult decisions, including resource allocation.

## **Intellectual Property/Life Sciences**

Intellectual Property issues such as patents and trademarks inevitably arise with the development of new technologies. An increasing interest in the therapeutic uses to which the products of biomedical research can be applied has made these issues far more critical and complex in recent years.

## **Labor**

The delivery of health care is extremely labor intensive. Common issues in a health law labor law practice include unionization of health care workers, equal employment opportunity matters, occupational health and safety, and related matters.

## **Litigation**

Many attorneys in health law practice are involved in litigation. Some specialize in administrative litigation before components of the Department of Health and Human Services, the National Labor Relations Board, the Antitrust Division of the Department of Justice and related government agencies. Other attorneys concentrate on litigation before state and federal judicial bodies. A litigation practice can cover all the areas listed above, or be limited to specialized issues, such as medical malpractice.

## **Regulatory**

Regulations currently cover virtually every aspect of the health care delivery system. For providers of health services, regulations dictate their organization (health planning, certificates of need), their certification (Medicare, Medicaid) and their funding (Medicare, Medicaid, and other third party payers).

For consumers of health services regulations determine the eligibility of third-party reimbursement, as well as, in part, the quality of the services received. Medical societies and their individual members are governed by state and federal licensure requirements and by rate setting provisions. The list of agencies and organizations that regulate health care delivery is extensive and spans local, state, and federal levels.

## Tax

Tax planning and analysis issues arise when attorneys are structuring corporate acquisitions, mergers and consolidations, reorganizations, or joint ventures for their health care client.

## How To Get the Most From Your Loyola University Chicago Health Law Experience

According to practicing health lawyers, the most important asset a new health lawyer can possess is a working knowledge of the health care industry. At Loyola, our extensive curriculum focuses on the legal, political, ethical and economic realities of health care delivery. This real-world focus enables our students to anticipate changes in the industry, not just react to them. At Loyola, there are three primary ways to gain this essential knowledge:

1. Health Law Course Work
2. Gaining Professional Experience
3. Extra-Curricular Activities

### Health Law Course Work

The health law faculty constantly evaluate and revise the curriculum to keep up with an ever-evolving health care industry. The result is the most up-to-date courses, taught by experienced adjunct and full-time faculty who bring the “real world” into the classroom. And since we started teaching health law long before this new century dawned, Loyola is way ahead of the curve, enabling us to anticipate changes in the industry and not just react to them.

What graduates and employers appreciate most about Loyola is that we haven’t forgotten that the practice of health law starts with “practical.” If you want to negotiate a managed care contract for a 50-physician group practice, determine how newly enacted privacy regulations will affect a hospital, or facilitate a merger between a teaching hospital and a religiously sponsored health system, Loyola’s Beazley Institute for Health Law and Policy is the place where you’ll learn how

We currently offer over 50 courses in health law, easily the largest and most diverse curriculum at any law school. To view the course descriptions, visit [www.luc.edu/healthlaw/current\\_students/curriculum.html](http://www.luc.edu/healthlaw/current_students/curriculum.html)

### Pursue the Health Law Certificate

The Health Law Certificate is a special designation on your J.D. transcript recognizing that you have successfully completed a concentration of courses in the area of health law. This credential lets employers know immediately that you’ve succeeded in one of the nation’s top-ranked health law programs. To learn more about the Health Law Certificate visit [www.luc.edu/healthlaw/degrees/jd\\_cert.html](http://www.luc.edu/healthlaw/degrees/jd_cert.html)

## Gaining Professional Experience

### Loyola's Externship Program

We are fortunate that Chicago is home to a large and vibrant health care community as well as a large practicing health law bar. As such, students are afforded the opportunity to work with experts in the industry through Loyola's prestigious externship program where students earn course credit and valuable experience in lieu of a salary. For more information on the program, including potential extern sites, please visit [www.luc.edu/healthlaw/current\\_students/externships.html](http://www.luc.edu/healthlaw/current_students/externships.html).

### Employment While in Law School

If you don't participate in the externship program, you can still gain professional experience by working as a law clerk or summer associate while still in law school. More information on pursuing these opportunities can be found starting on page 9 of this guide.

### Extra-Curricular Activities

#### Student Activities at Loyola

Important learning occurs outside the classroom, too, which is why we require it for those pursuing the health law certificate. It also allows potential employers to see that you can juggle the hard work of law school with outside commitments. The following are examples of activities you can pursue at Loyola Law and you learn more about them by visiting [www.luc.edu/healthlaw/current\\_students/activities.html](http://www.luc.edu/healthlaw/current_students/activities.html).

- Health Law Society
- *Annals of Health Law Journal*
- Brown Bag Boot Camps
- Continuing Education Sponsored by Institute
- Elder Law Clinic
- National Health Law Moot Court Team
- Part-Time Research and Clerical Assistantships in Health Law
- Study Health Law Abroad
- Writing Contests in Health Law

#### Activities Outside of Loyola

Health law experiences outside of Loyola are critical, too. They provide talking points during interviews, educational enhancement, and important networking opportunities with national and local professionals. Connections made through these organizations may lead to your first law job. There are a number of organizations not affiliated with Loyola in which you may wish to become involved. Some have student memberships or discounted admission to their programs. The two organizations that Loyola faculty specifically recommend joining are:

#### American Health Lawyers Association [www.ahla.org](http://www.ahla.org)

The \$25 annual student membership includes access to the AHLA's on-line job bank where you can post your resume online and make it available to hundreds of potential employers. You can also explore list serves, publications and the many resources the organization has on the members-only section of their website. Students new to the field are encouraged to attend the AHLA's Fundamentals of Health Law conference. Through a special arrangement with AHLA, a select number of Loyola students can attend this annual meeting for free or for a greatly reduced cost by volunteering at the Chicago-based event.

**Illinois Association of Healthcare Attorneys** <http://www.iahanet.org>

The IAHA is the most prominent of the local health law organizations and offers a monthly newsletter, *Illinois Healthcare Law*, Quarterly Lectures, and an Annual Health Law Symposium which Loyola faculty encourage all health law students to attend.

**Chicago Bar Association's Young Lawyers Section** <http://www.chicagobar.org>

The CBA's Young Lawyers Section hosts weekly meetings and lectures for the newest members of the practicing health law in Chicago.

Others organizations you may wish to consider include:

American Bar Association, Health Law Section <http://www.abanet.org/health/>

American College for Healthcare Executives <http://www.ache.org/>

American College of Legal Medicine <https://www.aclm.org>

American Association of Healthcare Consultants <http://www.aahc.net/>

American Association of Legal Nurse Consultants <http://www.aalnc.org/>

American Association of Nurse Attorneys <http://www.taana.org/>

American Society for Healthcare Risk Management <http://www.ashrm.org/ashrm/aboutus/aboutus.html>

American Society of Law, Medicine, and Ethics <http://www.aslme.org/>

American Public Health Association <http://www.apha.org/>

Chicago Bar Association Health Law Section <http://www.chicagobar.org/Public/attorney/join/committees.asp>

Food and Drug Law Institute <http://www.fdi.org/>

Illinois State Bar Association - Health Care Law Section <http://www.illinoisbar.org/calendar/>

National Business Coalition on Health <http://www.nbch.org/>

National Health Care Anti-Fraud Association <http://www.nhcaa.org/home/index.cfm>

National Health Leadership Council <http://www.nbch.org/mbrbenefits/nhlc.cfm>

### ***The Skills Necessary for a Career in Law***

While preparing for a career in law, it is important to consider what skills and characteristics influence employers hiring decisions. According to The National Association for Law Placement, the most important skills to develop as a future attorney are:

- Excellent and efficient writing technique
- Interpersonal skills
- Quick thinking skills and decision making ability
- Ability to multi-task
- Good organizational and administrative skills
- Imaginative problem solving abilities
- Well-developed analytical skills
- Ability to work on multi-disciplinary collaborations with non-lawyers

Additionally, Peter Liebold, CEO and Executive Vice President of the American Health Lawyers Association, shares his unique perspective on the health law field in a slide-show presentation which can be found at [www.luc.edu/healthlaw/current\\_students/forms\\_and\\_other\\_pdfs/liebold.pdf](http://www.luc.edu/healthlaw/current_students/forms_and_other_pdfs/liebold.pdf).

## Advice for Law Students By Year

Now that you've reviewed the primary ways to gain health law knowledge (Health Law Coursework, Professional Experience, and Extra-Curricular Activities), here is some advice to follow for each year you're in law school.

### First Year Students

The first year of law school is very time-intensive. Students should focus all of their energy on mastering the first year curriculum. That being said, the only goal of the first year law student should be to become more familiar with the health care field and the legal and regulatory environment surrounding it. Here are some key ways to do that:

- Attend the Health Law Presentation during Orientation week
- Get to know the faculty! Ask them to coffee or lunch or for a short meeting
- Create a career development plan with a health law faculty member
- Attend the Health Law Open House in August to meet other health law students
- Attend the Brown Bag Boot Camp Lectures to learn about health law
- Enroll in the Health Law Legal Writing Section (apply during the JD admissions process)
- Join the Health Law Society and participate in committees
- Subscribe to the BNA health law reporter
- Join outside health law organizations
- Apply for a student position at the Beazley Institute of Health Law and Policy
- Volunteer to work at and/or attend the AHLA Fundamentals of Health Law meeting in the fall
- Get a Mentor through the Health Law Society
- **During your first Summer:** Take Introduction to Health Law or a HL related course abroad

### Second Year Students

- Review your career development plan with a faculty member
- Begin to take health law courses; try to start with Intro to Health Law
- Take a leadership role in the Health Law Society
- Participate on the National Health Law Moot Court Team (tryouts are the previous spring)
- Serve on the Annals of Health Law staff
- Continue to meet with your Health Law Society Mentor
- Attend the IAHA meeting in Fall
- **During your Second Summer:** Do an externship or get part-time employment in the field

### Third Year Students

- Review your career development plan
- Continue taking health law courses
- Take a leadership role in the Health Law Society
- Serve on the Annals of Health Law editorial board or senior members
- Continue to meet with your Health Law Society Mentor
- Apply for the health law certificate at your graduation interview
- Attend the IAHA meeting in the Fall

### Beyond the J.D. Degree

As you know, Loyola University Chicago offers one of the nation's preeminent LL.M. or Master of Laws in health law programs and the only S.J.D. or Doctor of Juridical Sciences in health law and policy program in the country right here at the School of Law. To learn more about either of these programs, including how you can complete Loyola's LL.M. in just one additional semester, visit the health law website at [www.luc.edu/healthlaw/degrees.html](http://www.luc.edu/healthlaw/degrees.html)

## Where To Get A Job In Health Law

There are an infinite number of places to seek employment in the health law field. Here are some practical places to start your search.

### Law Firms and their Clients

A high percentage of health law attorneys work for law firms, at least in the beginning. In fact, most health care organizations, hospitals, and other providers do not hire lawyers who lack prior law firm experience because these organizations lack the resources to train someone straight out of law school. Thus, most health law students focus their job search on law firms that either specialize in health law, or have a health law practice.

In choosing a law firm that is right for you, it is important to consider who you wish to represent, as different law firms represent different individuals and organizations. In general, here are the kinds of clients law firms represent:

#### Individuals

For example, firms may represent physicians and other healthcare professionals who are participating in mergers or joint ventures, need help structuring a private practice, are charged with professional malpractice or in a variety of other matters. In addition, lawyers may represent plaintiffs and defendants involved in Personal Injury Litigation.

#### Health Care Providers

Firms often handle various legal matters for healthcare providers like hospitals, nursing homes, and long term care facilities. Attorneys at firms that represent health care providers may find themselves assisting clients with licensure applications, defending hospital policies, interpreting self-referral laws, determining tax liability and drafting disclosure agreements. Common issues include regulatory matters, medical staff relations, provider termination proceedings, managed care and other third party contract issues, corporate restructurings, acquisitions and mergers, and compliance programs.

#### Insurance Companies

Almost all litigation involving health law involves an insurance company at some level. In particular, services that law firms provide to insurance companies include contractual issues, claim defense, and assistance with the many regulatory and compliance requirements inherent to the healthcare industry.

#### Suppliers and Vendors

Suppliers, such as pharmaceutical companies and equipment manufacturers, as well as collaboratives such as group purchasing organizations and associations, play an important role in the delivery of health care services.

### The Importance of Networking

Making connections can help open doors for you down the line. Your professors, Health Law Society mentors, and Loyola health law alumni are great resources in this arena. Email us at [health-law@luc.edu](mailto:health-law@luc.edu) and we can help you access our extensive alumni and attorney network.

## Law Firms with Large Health Law Practice Groups

(those with Chicago offices are in bold)

**Arnstein Lehr** [www.arnstein.com](http://www.arnstein.com)

Baker, Donelson, Bearman, Caldwell & Berkowitz [www.bakerdonelson.com](http://www.bakerdonelson.com)

**Baker & McKenzie** [www.bakernet.com](http://www.bakernet.com)

**Barnes & Thornburg** [www.btlaw.com](http://www.btlaw.com)

**Bell, Boyd & Lloyd** [www.bellboyd.com](http://www.bellboyd.com)

Bradley Arant Rose & White [www.bradleyarant.com](http://www.bradleyarant.com)

**Chapman Cutler** [www.chapman.com](http://www.chapman.com)

**Chuhak & Tecson** [www.chuhak.com](http://www.chuhak.com)

Cozen O'Connor [www.cozen.com](http://www.cozen.com)

Crowell & Moring [www.crowell.com](http://www.crowell.com)

**Drinker Biddle Gardner Carton** [www.drinkerbiddle.com](http://www.drinkerbiddle.com)

Epstein Becker & Green [www.ebglaw.com](http://www.ebglaw.com)

**Foley & Lardner** [www.foley.com](http://www.foley.com)

Foster, Swift, Collins & Smith [www.fosterswift.com](http://www.fosterswift.com)

**Harris Kessler** [www.hkgold.com](http://www.hkgold.com)

**Hinshaw Culbertson** [www.hinshawlaw.com](http://www.hinshawlaw.com)

**Hogan Marren** [www.hmltd.com](http://www.hmltd.com)

**Jones Day** [www.jonesday.com](http://www.jonesday.com)

**Kamensky, Rubinstein, Hochman & Delott** [www.kr-law.com](http://www.kr-law.com)

**Katten Muchin Rosenman** [www.kattenlaw.com](http://www.kattenlaw.com)

**Lewis & Gellen** [www.louis-gellen.com](http://www.louis-gellen.com)

**Michael, Best & Friedrich** [www.michaelbest.com](http://www.michaelbest.com)

**McDermott, Will & Emery** [www.mwe.com](http://www.mwe.com)

**McGuire Woods** [www.mcguirewoods.com](http://www.mcguirewoods.com)

**Much Shelist** [www.muchshelist.com](http://www.muchshelist.com)

Ober Kaler [www.ober.com/frame/health.html](http://www.ober.com/frame/health.html)

Phelps Dunbar [www.phelpsdunbar.com](http://www.phelpsdunbar.com)

Powers, Pyles, Sutter & Verville [www.ppsv.com](http://www.ppsv.com)

Reed Smith [www.reedsmith.com](http://www.reedsmith.com)

Schottenstein Zox & Dunn [www.szd.com](http://www.szd.com)

**Shesky Froelich** [www.shesksylaw.com](http://www.shesksylaw.com)

**Sonnenschein, Nath & Rosenthal** [www.sonnenschein.com](http://www.sonnenschein.com)

**Ungaretti & Harris** [www.uhllaw.com](http://www.uhllaw.com)

**Vedder, Price, Kaufman & Kammholz** [www.vedderprice.com](http://www.vedderprice.com)

**Wildman Harrold Allen and Dixon** [www.wildmanharrold.com](http://www.wildmanharrold.com)

Wolf Block [www.wolfblock.com](http://www.wolfblock.com)

## Smaller Health Law Firms in Chicago

Please consult Loyola's Office of Career Services document, *Chicago Area Law Firms with Four or More Attorneys*, at [www.luc.edu/law/career/protected/FourMore2006Full.pdf](http://www.luc.edu/law/career/protected/FourMore2006Full.pdf) to research all Chicago area law firms and their practice areas, including those pertaining to health law.

## Government Positions

The government employs a large number of health lawyers at the federal, state and local level. Law firms are particularly interested in attorneys with practical, government experience, so it is often a wise first step for law grads looking to join a firm later on.

### Federal Government

Here are just a few of the federal government agencies for whom health lawyers can work:

#### United States Department of Health and Human Services [www.hhs.gov](http://www.hhs.gov)

The Department of Health and Human Services is the U.S. government's principal agency for protecting the health of all Americans and providing essential human services, especially for those who are least able to help themselves. There are a number of divisions within HHS that hire health care attorneys.

##### Centers for Disease Control and Prevention <http://www.cdc.gov>

CDC is a division of Health and Human Services which responds to health emergencies. It is dedicated to achieving true improvements in people's health. The CDC conducts research and investigations in order to prevent and control all health threats, diseases, disabilities, injuries, and workplace hazards. In 2000, the CDC Public Health Law Program was established to improve the health of the public through law. One of the program's strategic goals is to develop legal preparedness of the public health system to address terrorism and other national public health priorities.

##### Food and Drug Administration <http://www.fda.gov>

The Food and Drug Administration (FDA) is an agency of the US department of HHS and is responsible for regulating food, dietary supplements, drugs, cosmetics, medical devices, etc. As an administrative agency in the executive branch of the government, FDA derives all of its authority and jurisdiction from various acts of Congress. The main source of the FDA's authority is the Federal Food, Drug, and Cosmetic Act. Regulatory enforcement is carried out by Consumer Safety Officers within the Office of Regulatory Affairs and criminal matters are handled by special agents within the Office of Criminal Investigations.

##### The Centers for Medicare and Medicaid Services [www.cms.hhs.gov](http://www.cms.hhs.gov)

CMS is a division of Health and Human Services which ensures effective, up-to-date health care coverage, reimburses health care providers and promotes quality care for beneficiaries. Their Region V headquarters are in Chicago.

##### Office of the Inspector General <http://oig.hhs.gov>

Under Public Law 95-452, the Office of the Inspector General (OIG) must protect the integrity of the Department of Health and Human Services programs and the health and welfare beneficiaries of those programs. The OIG uses a nationwide network of audits, investigations, inspections and other mission-related functions performed by OIG components to report program and management problems to Congress and the Secretary. In addition, OIG makes recommendations to remedy these problems.

## **U.S. Department of Justice, Office of the United States Attorney** [www.usdoj.gov](http://www.usdoj.gov)

Several DOJ divisions address health care issues, including the Antitrust, Civil, and Criminal Divisions, as well as the Office of Diversion Control.

### **Antitrust Division** <http://www.usdoj.gov/atr/index.html>

The purpose of the Antitrust Division of the U.S. Department of Justice is to promote and protect the competitive process, as well as our economy in general, through the enforcement of antitrust laws which apply to all industries, including health care. In addition, this division provides guidance to businesses, like hospitals and other healthcare facilities, and helps them structure and organize their operations in accordance with the antitrust laws.

### **Civil Division** <http://www.usdoj.gov/civil/home.html>

The Civil Division is the largest litigating division within the Department of Justice, and it represents the United States, federal agencies and their employees, the President, the Members of Congress, the federal judiciary, and the citizens of the United States. Its cases often have significant domestic and foreign policy implications. A health law student interested in medical malpractice litigation or consumer litigation concerning medical products should look further into this division.

### **Criminal Division** <http://www.usdoj.gov/criminal/criminal-home.html>

The Criminal Division develops and enforces all federal criminal laws not specifically assigned to other divisions. Attorneys in this division litigate important national cases, for example, cases involving Medicare and Medicaid fraud.

### **Office of Diversion Control** <http://www.deadiversion.usdoj.gov/>

The Drug Enforcement Administration's (DEA) Office of Diversion Control is responsible for policing the diversion of controlled pharmaceuticals and controlled chemicals. To do so, this office coordinates investigations, drafts legislation and regulations, establishes national drug production quotas, controls the importation and exportation of drugs and chemicals, monitors and tracks the distribution of certain controlled substances, and participates in various other activities. Some examples of Diversion cases include physicians who sell prescriptions to drug dealers or abusers, pharmacists who falsify records and subsequently sell the drugs, employees who steal from inventory, executives who falsify orders to cover illicit sales, prescription forgers, and individuals who commit armed robbery of pharmacies and drug distributors.

## **Internal Revenue Service** <http://www.irs.gov/sitemap/index.html>

A bureau of the Department of the Treasury, the IRS is the US government agency that collects taxes and enforces the internal revenue laws. Since the majority of health care entities in the US are nonprofit, they are exempt from taxation and the IRS polices these organizations in regards to their tax exempt status.

## **United States Department of Labor** <http://www.dol.gov>

The United States Department of Labor is a Cabinet department of the government responsible for occupational safety, wage and hour standards, unemployment insurance benefits, re-employment services, and some economic statistics. Many U.S. states also have such departments. The Department's purpose is to foster, promote and develop the welfare of working people, to improve their working conditions, and to enhance their opportunities for profitable employment.

## Searching for Jobs in the U.S. Government

To search for health law positions with the U.S. Federal Government, consider browsing the following web sites:

Federal Government Internships [www.house.gov/watt/intern04.htm](http://www.house.gov/watt/intern04.htm)  
Federal Jobs Digest ([www.jobsfed.com](http://www.jobsfed.com))  
FedWorld ([www.fedworld.gov](http://www.fedworld.gov))  
Govtjobs.com ([www.govtjobs.com](http://www.govtjobs.com))  
USA Jobs ([www.usajobs.opm.gov](http://www.usajobs.opm.gov))

## State Government

The Office of the Illinois Attorney General [www.illinoisattorneygeneral.gov](http://www.illinoisattorneygeneral.gov)

The IAG's office has three different departments or bureaus that have responsibility for health care.

**Health Care Bureau** -assists the consumers of Illinois in obtaining the care and benefits to which they are entitled.

**Health Care Mediation Bureau** - trains mediators in alternative dispute resolution and works with all parties involved in the dispute. Once a mediation file is opened, the mediator contacts a consumer to settle the dispute.

**Medicaid Fraud Bureau** - prosecutes criminal and civil actions involving provider fraud, nursing home resident abuse and neglect, and fraud in the administration of the Illinois Medicaid Program.

**Illinois Department of Public Health** <http://www.idph.state.il.us/>

The Illinois Department of Public Health promotes the health of the people of Illinois through the prevention and control of disease and injury. IDPH provides various services, including vaccinations, food, water and drug safety testing, hospital and nursing home licensure, infectious diseases control and the collection and evaluation of health statistics to develop prevention and regulatory programs.

**Illinois Department of Insurance** <http://www.ins.state.il.us/>

The Insurance Division protects the rights of Illinois citizens by advancing a competitive insurance market, regulating and monitoring the market, and by providing information and assistance to consumers. More specifically, the Office of Consumer Health Insurance/Uninsured Ombudsman assists consumers in their health issues by explaining patients' rights, coverage provisions, and further handling citizens' problems and complaints. Also, the Senior Health Insurance Program in the Insurance Division trains volunteers throughout the state to counsel seniors about Medicare and Medicaid supplement and long term insurance.

## Local Government

**Chicago Department of Public Health** (<http://egov.cityofchicago.org/Health>)

The Chicago Department of Public Health works to improve its residents health by providing leadership on citywide public health issues, emphasizing public health's role in medicine and extending the presence of public health to more communities.

## In-House Counsel Positions

In-house lawyers work for a single company, entity or group of entities, providing advice on legal matters related to business activities. These matters range from government regulations to contracts with other companies to agreements with labor unions. Typically, lawyers work for three or more years in law firms before being considered for in-house positions. Here are a few examples of the different entities for which in-house health law attorneys may work:

### Health Care Providers

Significant corporate, regulatory, transactional, patient care, reimbursement, labor and other legal matters are addressed by in-house counsel working in our nation's hospitals, long term care facilities and other patient care facilities. To locate health care providers in the U.S., check out [www.hospitalconnect.com](http://www.hospitalconnect.com).

### Suppliers and Vendors

Companies that provide medical, surgical, and pharmaceutical products and services to health care providers have specific legal needs relating to the health care industry as well. There are literally thousands of these companies, but here are some typical examples:

American Imaging Management <http://www.americanimaging.net>  
Apria [http://www.apria.com/about\\_apria/0,2746,68,00.html](http://www.apria.com/about_apria/0,2746,68,00.html)  
Baxter <http://www.baxter.com/>  
Consorta, Inc. <http://www.consorta.com/>  
Caremark, Inc. <http://www.caremark.com/wps/portal>  
Walgreens Home Health Equipment [http://www.walgreens.com/store/category\\_home\\_medical.jsp?headerSel=yes&tab=homemedical](http://www.walgreens.com/store/category_home_medical.jsp?headerSel=yes&tab=homemedical)

### Pharmaceutical and Medical Device Companies

Drug and medical device companies, like those listed below, discover new medicines and technologies for health promotion and disease prevention. Their products range from nutritional items and pharmaceutical therapies to medical devices and laboratory diagnostics.

Abbott: [www.abbott.com](http://www.abbott.com)  
Bristol-Meyers Squibb: [www.bms.com](http://www.bms.com)  
Guidant: [www.guidant.com](http://www.guidant.com)  
Johnson and Johnson: [www.jnj.com](http://www.jnj.com)  
Medtronic: [www.medtronic.com](http://www.medtronic.com)  
Novartis: [www.novartis.com](http://www.novartis.com)  
Pfizer: [www.pfizer.com](http://www.pfizer.com)  
Wyeth: [www.wyeth.com](http://www.wyeth.com)

### Health Care Trade Associations

Health Care Trade Associations represent and serve as advocates and leaders for their respective members organizations. Trade associations and professional organizations require a broad range of legal counsel and services including regulatory, tort reform, and contract issues including work in the legislative, executive, and administrative arenas. Some examples include:

American College of Legal Medicine <http://www.aclm.org/>

American Health Information Management Association <http://www.ahima.org/>  
American Medical Association <http://www.ama-assn.org/>  
American Hospital Association <http://www.aha.org/aha/about/>  
American Society of Health System Pharmacists [http://www.ashp.org/s\\_ashp/index.asp](http://www.ashp.org/s_ashp/index.asp)  
Health Care Compliance Association <http://www.hcca-info.org/>  
Healthcare Financial Management Association <http://www.hfma.org/>  
Healthcare Billing & Management Association <http://www.hbma.org/>  
The Joint Commission <http://www.jointcommission.org/>

## Insurers or Payors

Individual, Family, Group, Short-term, Dental, Medicare, Student, Travel and International Health Insurance Companies hire lawyers to work on corporate, contractual, regulatory, reimbursement and litigation matters. Some examples of large health insurance companies include:

Aetna <http://www.aetna.com/index.htm>  
Anthem <http://www.anthem.com/>  
Blue Cross Blue Shield of Illinois <http://www.bcbsil.com/>  
Carefirst <http://www.carefirst.com/main/html/HomePage.html>  
Humana <http://www.humana.com/>  
Unicare <http://www.unicare.com/>  
United Healthcare <http://www.uhc.com/>

## Consulting Firms

Consulting firms research health care, assist academic medical centers, private medical practices, hospitals, ambulatory businesses and others to improve their finances and structure. Healthcare consulting firms prefer to hire individuals with directly related, relevant healthcare experience, as well as business experience. Some examples of consulting firms that have health care practices include:

Cap Gemini [www.us.capgemini.com](http://www.us.capgemini.com)  
Deloitte Consulting [www.deloitte.com](http://www.deloitte.com)  
Ernst & Young [www.ey.com](http://www.ey.com)  
First Chesapeake Group [www.FirstChesapeakeGroup.com](http://www.FirstChesapeakeGroup.com)  
Health Directions [www.healthdirections.com](http://www.healthdirections.com)  
Healthcare Strategies [www.healthcarestrategiesllc.net](http://www.healthcarestrategiesllc.net)  
The Lewin Group [www.lewin.com](http://www.lewin.com)  
KPMG [www.kpmg.com](http://www.kpmg.com)  
Mercer [www.mercer.com](http://www.mercer.com)  
Murer Consulting, Inc. [www.murer.com](http://www.murer.com)  
PricewaterhouseCoopers [www.pwc.com](http://www.pwc.com)  
ProNet Healthcare Strategies <http://pronethealthcare.com>  
Research & Planning Consultants [www.rpcconsulting.com](http://www.rpcconsulting.com)  
The Stein Consultancy [www.thesteinconsultancy.com](http://www.thesteinconsultancy.com)  
Towers Perrin [www.towersperrin.com](http://www.towersperrin.com)

## Job Search Websites

Many students find employment by utilizing legal-related job websites.

Loyola's own site, Symplicity, <http://law-luc-csm.symplicity.com/students> posts jobs specifically for Loyola law students.

Other Law Employment Websites:

Westlaw <http://lawschool.westlaw.com> Go to the Job Postings section when logged on as a student.

Lexis-Nexis <http://www.lexisnexis.com/lawschool> Go to the Career Center, and click on Martindale-Hubbell Job Postings section when logged on as a student.

American Bar Association <http://www.abanet.org/careercounsel/jobs.html>

American Health Lawyers Association <http://www.healthlawyers.org/>

Chicago Bar Association <http://chicagobar.legalstaff.com/JobSeeker/JobSearch.aspx?abbr=CHICAGOBAR>

ISBA <http://isba.legalstaff.com/Common/HomePage.aspx?abbr=ISBA>

[www.law-jobs.net](http://www.law-jobs.net)

[www.lawjobs.com](http://www.lawjobs.com)

[www.attorneysatwork.com](http://www.attorneysatwork.com)

[www.lawguru.com](http://www.lawguru.com)

[www.lawcareers.com](http://www.lawcareers.com)

[www.nationjob.com](http://www.nationjob.com)

[www.complaw.com](http://www.complaw.com)

[www.law.com](http://www.law.com)

[www.emplawyer.com](http://www.emplawyer.com)

[www.amlawjobs.com](http://www.amlawjobs.com)

[www.chicagolegalsearch.com](http://www.chicagolegalsearch.com)

[www.JobBankUSA.com](http://www.JobBankUSA.com)

[www.lawmatch.com](http://www.lawmatch.com)

[www.lawinfo.com](http://www.lawinfo.com)

## Preparing Your Resume

Your resume is the primary way for you to express yourself. If you wish to have a career in health law, it is important that your resume reflects that desire, as well as your professionalism, individual attributes, and personality. For general resume advice, consult the Office of Career Resources publication entitled, "How to Write a Resume & Cover Letter." [www.luc.edu/law/career/pdfs/howtowrite.pdf](http://www.luc.edu/law/career/pdfs/howtowrite.pdf)  
Here are some resume examples.

Sample Resume of a First Year Student:

### Heath Lawson

825 S. Wabash, Apt. 607 • Chicago, IL 60611 • 708.555.555 • hlawson@luc.edu

#### EDUCATION

**Loyola University Chicago School of Law, Chicago, IL**

*Juris Doctor* expected, May 2009

G.P.A.: X.XX/4.00; Rank: XX%

- Honors-at-Entrance Scholarship
- Health Law Society, *Member*
- American Health Law Association, student member

**Michigan State University, East Lansing, MI**

*Bachelor of Arts*, May 2004

G.P.A.: XXX/XXX; Graduated with High Honors

- Double Major: Music Education and Geology
- Dean's List (All Semesters)
- National Merit Scholar

#### LEGAL EXPERIENCE

**Beazley Institute for Health Law and Policy, Chicago, IL**

*Student Assistant*, September 2006 - present

- Staff the Beazley Institute during evening hours.
- Respond to students, staff and community members who contact the office for service.
- Perform various administrative duties.

**Cabrini Green Legal Aid, Chicago, IL**

*Volunteer*, September 2006 – December 2007

- Performed client intakes for criminal, property, and family law cases.
- Presented potential client's cases to the clinic's lawyers in staff meetings.

**Law Related Education, Loyola University Chicago School of Law, Chicago, IL**

*Volunteer Teacher*, September 2006 – December 2008

- Teacher for national program empowering juvenile delinquents with information about the legal process.

#### PROFESSIONAL EXPERIENCE

**Peter Pan Elementary School, Flint, MI**

*Special Education Assistant*, 2005

- Aided students with disabilities in regular classrooms and adapted class activities to meet special needs.
- Taught dispute resolution and implemented plans of the district behavioral psychologist.

#### LANGUAGES

- Working knowledge of Swahili and Portuguese.

## ERIN BARNES

123 WEST STONE AVE., CHICAGO, IL 60000  
HOME 773-456-9999 · ebarnes@luc.edu.com

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### EDUCATION

#### **Loyola University Chicago School of Law, Chicago, IL**

Juris Doctor expected, May 2008

- Annals of Health Law – Associate Editor
- Health Law Society – Secretary
- Phi Alpha Delta Legal Fraternity - Member

#### **University of Idaho, Boise, ID**

Bachelor of Science in Nursing, June 2002

- Dean's List
- Phi Eta Sigma Honor Society

#### **University of Tokyo, Tokyo, Japan**

- Study abroad, Summer 2001; Studies focused on Maternal and Occupational Health

### PROFESSIONAL EXPERIENCE

#### **Circuit Court of Cook County, Law Division, Honorable John Alright, Presiding Judge, Chicago, IL**

Judicial Extern, Summer 2006

- Researched and drafted opinions on various issues including motions to strike, consolidate, and dismiss.
- Summarized new case law; observed trial practice and motion calls.
- Researched findings of the 2006 Institute for Legal Reform/Harris State Liability Systems Ranking Study to determine differences in civil liability systems between Illinois and the top five states ranked.

#### **Children's Memorial Hospital, Chicago, IL**

Ambulatory Registered Nurse, June 2006 – Present

- Assist providers in delivering patient care in an office/clinic setting by performing patient assessments and documenting medical histories and vital signs.
- Role utilizes the nursing process and performs responsibilities in five areas of nursing practice: clinician, clinical inquiry, teacher, professional development and leadership.

#### **Children's Hospital, Boise, ID**

Medical Unit Registered Nurse, August 2002 – July 2005

Charge Nurse - Relief: (March 2004 – July 2005)

- Responsible for the planning, organizing, and delivery of safe and timely care on a 77-bed unit.
- Applied principles and standards of the unit that exist to impact care delivery.
- Evaluation and education: Provided feedback to staff on an immediate basis, relayed educational needs.

Registered Nurse: Provided direct patient care, including care coordination with the patient and health care team, acted as an advocate for patients and families. (August 2002- July 2005)

- Established plan of care with input from others and evaluated patient's response to all care provided.
- Functioned as a leader within the nursing profession: Member of Staff Development Council, which reviewed current educational processes, developed and coordinated continuing education.

### COMMUNITY SERVICE

**Diabetic Health Fair** - Recruited local community vendors to participate and educate a low-income, African American, Boise community, in prevention and maintenance of diabetes.

**University District's Teen Homeless Shelters** - Helped teens in accessing community resources such as health programs, GED programs, housing support, and employment; educated teens in dangers of drug use.

**APRIL MURPHY**

10 W. 8<sup>th</sup> St. Chicago, IL 60011  
amurphy@luc.com  
(773) 123-7868

<b>Education</b>	<b>Loyola University Chicago School of Law</b> Candidate for Juris Doctor GPA: X.XX/4.0	Chicago, IL May 2008
	<b>The College of William and Mary</b> Bachelor of Arts Degree in Government GPA: X.XX/4.0	Williamsburg, VA May 2003
<b>Honors &amp; Activities</b>	<b>Moot Court, Health Law Team</b> <b>Annals of Health Law, Editorial Staff Member</b> <b>Health Law Society, President</b>	<b>Phi Alpha Delta, Clerk</b> <b>Catholic Lawyers Guild</b>
<b>Legal Experience</b>	<b>Resurrection Health Care, Office of Legal Affairs</b> <i>Intern</i>	Chicago, IL May 2006 – Aug. 2006
	<ul style="list-style-type: none"><li>• Updated system-wide policies regarding financial relationships with physicians.</li><li>• Reviewed various contracts in areas of clinical trials, independent contractors, information systems, and property leases.</li></ul>	
	<b>Office of the Illinois Attorney General, Health Care Bureau</b> <i>Intern</i>	Chicago, IL May 2006 – Aug. 2006
	<ul style="list-style-type: none"><li>• Assisted with attorney investigations through legal research and document assessments in the areas of public aid programs, insurance coverage disputes, and home health agencies.</li></ul>	
	<b>Illinois Association of Healthcare Attorneys</b> <i>Research Assistant</i>	Chicago, IL May 2006 – Aug. 2006
	<ul style="list-style-type: none"><li>• Researched and compiled the Illinois Association of Healthcare Attorneys survey on new Illinois case law, statutes, and administrative rules that affect Illinois healthcare attorneys.</li></ul>	
<b>Work Experience</b>	<b>Epic Systems Corporation</b> <i>Project Manager/Implementation Consultant</i>	Madison, WI Aug. 2003 - July 2005
	<ul style="list-style-type: none"><li>• Managed customer teams to achieve the successful implementation of electronic medical record software by developing and executing project plans.</li><li>• Worked with project teams to enforce project plans and ensure timeline objectives.</li><li>• Facilitated customer decision making related to the software implementation.</li><li>• Gained health care industry knowledge and experience by learning how different software applications are used to meet various needs of health care systems.</li></ul>	
<b>Volunteer Work</b>	<b>Illinois Senior Health Insurance Program (SHIP), Counselor</b>	Chicago, IL Mar – July 2006
	<ul style="list-style-type: none"><li>• Assisted seniors with enrollment in Medicare Part D and IL Cares Rx.</li></ul>	
	<b>Cabrini Green Tutoring Program, Tutor</b>	Chicago, IL Nov. 2005 – May 2006
	<ul style="list-style-type: none"><li>• Mentored and tutored economically disadvantaged students.</li></ul>	