



Exciting Opportunity for a Physician with Entrepreneurial Vision

Are you a driven and innovative physician looking to take your career to the next level? Our established clinic is seeking a dynamic physician with an entrepreneurial mindset to join our team and play a key role in shaping the future of our practice.

This is more than just a job—it's an opportunity to lead, innovate, and help grow a thriving clinic while providing exceptional patient care. We are looking for someone who is not only passionate about medicine but also eager to implement new ideas, optimize operations, and expand our services to better serve our community. Many of our providers have strong local ties or trained in nearby residency programs, and we are enthusiastic to welcome a new physician into our practice community.

If you're ready to combine your clinical expertise with business acumen and be part of an exciting growth journey, we'd love to hear from you!

Kaukauna Clinic Overview

For over 50 years, Kaukauna Clinic has been a trusted provider of high-quality primary care to the community of Kaukauna and its surrounding areas. As one of the few remaining independent family practices in Wisconsin, we pride ourselves on delivering personalized, patient-centered care with minimal referral restrictions.

About Kaukauna, Wisconsin

Located in scenic Northeastern Wisconsin, Kaukauna is part of the rapidly growing Fox Valley region, which includes Appleton, Neenah, and Menasha. The area is home to over 200,000 residents and offers an excellent quality of life with a mix of urban conveniences and small-town charm.

- Proximity to Major Cities: 17 minutes from Green Bay, 90 minutes from Milwaukee, 100 miles from Madison, and 200 miles from Chicago.
- Community & Lifestyle: Safe neighborhoods, top-rated public and private schools, a lower cost of living, and a welcoming community.
- Arts & Entertainment: Nearby Appleton boasts a Performing Arts Center (hosting Broadway productions), a world-class art gallery, diverse dining, and one of Wisconsin's largest shopping malls. The region is consistently ranked among Forbes' Best Small Places for Business and Careers and Best Places to Live.
- Outdoor Recreation: Abundant year-round outdoor activities, including hiking, fishing, boating, cross-country skiing, and snowmobiling. Kaukauna is minutes from Lake Winnebago and a short drive from Lake Michigan.

Practice Details

Our facility is fully equipped to support high-quality patient care, including:

- 21 exam rooms (3 per provider)

- 2 procedure rooms
- Onsite radiology, ultrasound, and full-service laboratory
- DEXA scan for bone density assessment

Current Medical Team

Our team consists of three board-certified Family Medicine Physicians, three Nurse Practitioners, and one Physician Assistant. Our providers enjoy exceptional retention, with many having 20+ years of tenure:

- Paul H. Russo, M.D. – Joined in 1990
- Jennifer L. Schoening, M.D. – Joined in 2000
- Timothy P. Culligan, M.D. – Joined in 2002

Advanced Practice Providers:

- Jennifer L. Baumgart, APNP
- Kimberly A. Romenesko, APNP
- Ryan Chadek, APNP
- Jay Rust, PA

Clinical & Operational Information

- Electronic Medical Records: Epic (implemented in 2008 via ThedaCare ACO), with remote access capabilities.
- Practice Model: Outpatient-only, allowing providers to focus on clinic patients.
- Schedule:
 - Monday–Thursday: 7 AM – 7 PM
 - Friday: 7 AM – 5 PM
 - Saturday: 9 AM – 12 PM (physicians rotate weekend coverage)
 - Full-time status = 36 patient contact hours per week
 - Flexible scheduling, including four-day workweek options
 - Average daily patient volume: 17-18
- Call Schedule:
 - 1 night per week and 1 weekend every 4 weeks (low call volume)

Hospital Affiliations & Referral Network

The incoming physician will obtain admitting privileges at:

- ThedaCare Regional Medical Center – Appleton Medical Center (AMC)
- Ascension/St. Elizabeth Hospital

We maintain strong collegial relationships with independent specialists across the region, ensuring seamless referrals with minimal restrictions.

Competitive Landscape

While most primary care providers in the area are affiliated with major health systems (ThedaCare, Ascension, Bellin, Aurora), Kaukauna Clinic remains one of the few truly independent practices, offering unmatched autonomy and flexibility.

Teaching & Mentorship Opportunities

We actively support medical education through:

- High school mentorship programs
- Rotations for medical students, residents, and advanced practice provider students

Why Join Kaukauna Clinic?

- Independent Practice Model – Physicians have full autonomy over referrals, scheduling, and patient care decisions.
- Work-Life Balance – No rigid productivity requirements, with flexible scheduling options.
- Transparency & Collaboration – Equal voting rights in practice management from day one, with direct access to leadership.
- Scope of Practice Flexibility – Physicians can tailor their practice to include areas such as OB, women’s health, sports medicine, diabetes management, geriatrics, and minor procedures (e.g., colonoscopies, vasectomies).
- Strong Earning Potential – Compensation is based on personal productivity, with no imposed patient quotas.
- Supportive Team Environment – A well-established practice with long-tenured colleagues and a collaborative culture.

Candidate Requirements

- MD or DO
- Open to American and International Medical Graduates
- New graduates and experienced physicians welcome
- 3rd-year residents encouraged to apply, with preference for immediate availability

Ideal Candidate Qualities

- Entrepreneurial mindset with a passion for high-quality patient care
- Team-oriented and collaborative approach
- Commitment to long-term practice growth and community engagement

Recruitment Contact:

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