



The CASPR CONNECTION

JANUARY 2008

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Communications Group

Jennifer Cooke, Manager
Communications &
Marketing
Municipality of Clarington
jcooke@clarington.net

Jane Walker
Physician Recruitment
Specialist
Hamilton Physicians
jane@
hamiltonphysicians.ca

Laureen Larson,
Director of Medical
Administration
Regina Qu'Appelle Health
Region
Laureen.Larson@
rqhealth.ca

From the Chair...

We are rapidly approaching the 2008 CASPR annual conference and the organizing committee has put together a high quality and interesting agenda that will provide a wide variety of valuable information to assist you with your work as a recruiter. The conference is also an opportunity to meet fellow recruiters from across the country and share ideas and develop contacts.

For those of you who have not chosen to become members of CASPR, I would encourage you to do so. CASPR is an excellent organization that will connect you to other recruiters from across the country. Benefits of CASPR go beyond access to an extensive and knowledgeable network of professionals. The CASPR annual conference provides a high quality professional development opportunity for all participants. It also provides an opportunity for members to meet face-to-face and exchange ideas and best practices. The CASPR website continues to grow and evolve with some significant changes expected in the next few months. The CASPR web site allows members to post physician job vacancies in their communities or regions. Through some strategic partnerships and sponsorships, members are also receiving benefits relative to the cost of staff relocation.

Finally, there will be CASPR Executive elections in March and a number of positions will be available. I would encourage all CASPR members to consider becoming involved in the Executive or annual conference planning. This is an opportunity to help move the organization forward and allow it to benefit from your ideas. Consider putting your name forward or encouraging one of your colleagues to become involved.

Membership Drive Contest

In 2008, each existing CASPR member who recruits a new CASPR member will have their name and the name of their new recruit submitted into a draw for a FREE 2009 CASPR Conference registration!

If you know someone who would like to become a member, please encourage them to visit www.caspr.ca. Congratulations to all returning members who have recognized the value of a CASPR membership. Our membership now includes recruiters from across the country, and this access to expertise and camaraderie from across the country has quickly become one of the many benefits of membership.



Wayne Heide, CASPR Chair

2008 CONFERENCE UPDATE

Happy New Year to all CASPR members and non-members !!

Following some holiday relaxation, it's time to get back to business. 2008 CASPR Conference planning is on course and we're excited about this national event February 19th and 20th in Montreal.

Nearly one year ago, members said that they wanted this conference to focus on practical tools, and exchanging best practices, and discussing the challenges of the physician recruitment and retention profession. The Conference Planning Committee has worked hard to achieve these objectives and we hope you agree that our speakers and panel discussions will help achieve exactly that. Hope to see you there!!

Mary Jane Yorke and Ginette Vezina
2008 Conference Co-Chairs

Conference Registration – time is running out!!

Have we received your CASPR Conference registration? We know that recruiters are very busy but it's time to take a few minutes to register for the most beneficial two days you can invest in your professional development and networking.

If we received your registration before January 4th, congratulations you took advantage of the Early Bird rate of \$450 for members, or \$500 for non-members. Registration fee **after** January 4th, 2008 - \$475 for members, \$525 for non-members.

Make no mistake, there is still time to register – we invite you, your CEO and Chief of Staff, and your municipal or hospital recruitment counterparts to complete the registration form at www.caspr.ca and mail it in right away to Frances Roesch at the address indicated, with your cheque and social event confirmation.

Sponsorship Update

We are excited to announce the companies who have generously agreed to contribute a total of 17,500 to our upcoming conference to date:

PLATINUM (\$ 5,000)
Premiere/Atlas Van Lines

GOLD (\$3,500)
Community Development
Officer Program (Ontario)

SILVER (\$ 2,500)
Cirrus Tenant Service
Med-Emerg
Scott's Directories

FRIENDS OF CASPR (\$ 1,000)
Callian
Health Force Ontario
PAIRO Resident Placement Program

Calling all Shutterbugs – Photographers needed

Have you mastered the art of taking photos with your new digital camera, even in dark settings? Would you consider volunteering to document the conference and sharing the highlights online? We need two (or more) keen photographers to be involved with the upcoming conference.

Proposed shots include: a group shot of our sponsors, exhibitors, executive, conference planning committee, and most importantly, our CASPR members and speakers at work at the Conference.

Please contact Conference Co-Chairs: Ginette Vezina (gvezina@hrsrh.on.ca) or Mary Jane Yorke (yorkemj@sah.on.ca) and **volunteer!**



2008 CASPR CONFERENCE AGENDA

Connecting for Success

Day 1 Tuesday, February 19th, 2008

- 7:45 AM Breakfast and Registration
- 8:30 AM Welcome and Introduction of Sponsors
- 9:00 AM Dr. Russ Kennedy, Physician/Comedian
Keynote Speaker
- 9:45 AM Health Break
- 10:00 AM Member Panel Discussion - *Physician Recruitment Initiatives*
- 12:00 PM LUNCH**
- 1:15 PM Susan Smith, Wayfinder Consulting Incorporated
Innovative Approach to Impact Assessment
- 2:30 PM Break
- 3:00 PM *CASPR – Recruiter Certification Program*
Facilitated by Joan Hatcher and Marg Kennedy
- 4:00 PM Wrap-up
- 6:00 PM Networking Event & Dinner
Laughter IS Therapeutic!!

Day 2 Wednesday, February 20th, 2008

- 7:00 AM Health Walk – led by Norine Oda
- 8:00 AM Breakfast and Networking
- 8:30 AM Dr. Derek Puddester
Generational Differences in our New Recruits
- 10:00 AM Health Break
- 10:30 AM Member Panel Discussion - *Physician Retention Initiatives*
- 12:30 PM LUNCH**
- 1:30 PM CASPR Business Meeting
Wayne Heide & Marg Kennedy
- 2:30 pm Health Break
- 2:45 pm Dr. Russ Kennedy
Closing Speaker
- 3:30 pm CONFERENCE CO-CHAIRS'
Closing Remarks

Wrap-up and Draws – Must be in attendance to win!

DON'T MISS THIS:
DESPERATELY SEEKING
DOCTORS
CBC TELEVISION
THURSDAY JANUARY 17
9:00 PM (9:30 PM IN NFLD)

Shower Us With Gifts !!

The Conference wraps-up with community draws. We invite you to contribute your community gift, wrap it a bow and add it to our draw table, with a card indicating your name and community. For planning purposes, please drop Ginette or Mary Jane an email to confirm your gift.

HAVE A LOOK AT OUR 2008 CASPR CONFERENCE SPEAKERS!

KEYNOTE SPEAKER - DR. RUSSELL KENNEDY

Dr. Russell Kennedy holds degrees in Science (Neuropsychology, University of Victoria, 1987) and Medicine (MD, University of Western Ontario, 1991). After graduation he moved back to his hometown of Victoria, BC for internship and practiced emergency medicine & obstetrics until settling into full service family practice in 1993. He maintained his practice in Victoria until moving to mainland of British Columbia in 2004. Dr. Kennedy continues to balance stand up comedy, teaching yoga and meditation, corporate speaking and the practice of medicine in Vancouver, BC.

Russ has been a corporate speaker since 2001, and is especially proud of his work with physician support groups, addressing the ever increasing problem of burnout among doctors. In addition, Dr. Kennedy enjoys utilizing his background as a professional stand up comedian to talk to non physician groups about the increasingly stressful environment the world is becoming, and combines that with his "doctor" background to address practical ways to lower the anxiety and stress in our lives. Russ truly believes that the key is to slow down, live in the moment, and laugh more.



GUEST SPEAKER - SUSAN SMITH, BSc, BA, FCCHSE, Fellow (EXTRA)



Innovative Approaches to Impact Assessment

For more than fifteen years Susan E. Smith provided strategic and operational leadership in an academic health authority setting. Committed to evidence-based practice, she is attuned to identifying opportunities and formulating solutions to complex system based issues.

As a private consultant, Susan brings strong leadership and management skills and a unique combination of political intuition, people skills, business acumen, and operational experience to her health care clients. Prior to this, Susan was the Director of Medical Services at Capital Health in Halifax, Nova Scotia. Capital Health is the largest integrated academic district health authority in Atlantic Canada with approximately 8,500 employees and 1000 physicians.

GUEST SPEAKER - DR. DEREK PUDDESTER, FRCPC

Generational Differences in our New Recruits

Dr. Puddester is a proud Newfoundlander and a Director of the Behavioural Neurosciences and Consultation-Liaison team at the Children's Hospital of Eastern Ontario, and Associate Professor in the Department of Psychiatry at the University of Ottawa. He works primarily with children and youth affected by severe physical and mental disorders, and does so with a wonderful multidisciplinary team. He is also a Director of Education for the Department of Psychiatry at CHEO, and gets great joy and inspiration from the various students and residents on service.

Dr. Puddester is also the Director of the Faculty Wellness Program at the Faculty of Medicine, University of Ottawa. This unique program provides preventative, educational, interventional, and rehabilitation services to medical students, residents, and staff physicians. He is supported in this work by a large team of community physicians, academic leaders, and provincial and national partners. In 2000, the Canadian Association of Interns and Residents created the "Dr. Derek Puddester Award" to be awarded annually to an individual who has improved the health and well being of residents in Canada.



Membership Renewal

For those of you who haven't yet sent in your renewals, it's easy to do. Just print the membership renewal form sent to you in November, review your contact information and submit the form along with your cheque (made payable to CASPR for \$75) to:

Frances C. Roesch, CASPR Treasurer
Director, Medical Affairs and Medical Recruitment
Chatham-Kent Health Alliance
80 Grand Ave. W., PO Box 2030
Chatham, ON N7M 5L9

CASPR Elections

The CASPR Executive is comprised of 7 positions: Chair; Vice-Chair; Secretary; Treasurer; Two Conference Co-chairs and Past Chair. Each position is held for two years, with three positions up for election in alternating years. Meetings are held once a month via conference call.

At the annual CASPR Conference in February, nominations will be accepted for three positions:

Chair

- Chair Tele-conference meetings
- Attend Conference Planning meetings
- Chair Executive meetings
- Chair Annual Business Meeting
- Coordinate activities of membership
- Acts as liaison with ASPR

Treasurer

- Send annual notice of dues to membership
- Maintain database of CASPR membership (in coordination with Secretary)
- Maintain banking and financial records
- Prepare and present monthly and annual Financial Statements

Conference Co-Chairs

- Plan CASPR Conference – annual or as determined
- Coordinate activities of Sub-Committees:
 - o Marketing
 - o Sponsorship
 - o Registration / Brochures / Folders
 - o Exhibitors (pending)
- Attend Executive meetings

The **voting process** will be handled electronically - usually in April/May after the Annual Conference.



www.caspr.ca
Please direct written correspondence to:
Jill Cappa, CASPR Secretary
c/o Niagara Physician Recruitment
2201 St. David's Rd, PO Box 1042
Thorold ON L2V 4T7