



The CASPR CONNECTION

OCTOBER 2007

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FROM THE CHAIR...

It has been my pleasure to be part of CASPR since its inception and it is particularly gratifying to see this young organization grow in strength and numbers. For those of you who are actively involved in CASPR you know the many benefits this organization provides to you as a member. With members from across the country, there is always someone whose expertise you can tap into or who can provide you with a contact or idea to help solve an issue that is confronting you as a recruiter.

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 coming in the next few months. It 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.

CASPR is a growing and dynamic organization and many physician recruiters from across the country are not yet active members of the organization. Spread the word to your colleagues, encourage them to join, and help CASPR to grow and increase the benefits it is able to provide to all of its members.



Wayne Heide, Chair

www.caspr.ca

The CASPR website continues to be a work in progress. We are currently looking at developing the Members Only section to include samples of information/forms/terms of references and such for Recruiters so we are not continually "re-inventing the wheel". We also are going to add the feature that enables members to email other members across Canada from the website when you have specific questions or requests. We are going to add a chat forum as well for any that would like to join in. We also plan to add an online conference registration process for the CASPR 2008 Conference. We will be posting the conference brochure and other materials so please keep checking back to see what is new. If you have suggestions for changes/revisions to the site please send them using the Contact Us page. All of these changes should be happening shortly so stay tuned!



CASPR ANNUAL CONFERENCE

Connecting for Success

The 2008 CASPR Conference planning is moving along ...



Based on member survey feedback back in May, we are returning to Montreal, and back to the Sofitel. Other venues were entertained, but the Sofitel did come out ahead and we are happy to return to this fabulous downtown property!

Your feedback also indicated that you would like to walk away from the conference with valuable tools that can be applied as soon as you get home. Your Planning Committee is developing an agenda and inviting speakers that will hopefully achieve that goal.

Inviting your participation and expertise!!

This year's agenda will include two panel discussions with a short presentation by panelists, then a generous allocation of time for Q&As, to allow conference delegates to gather as many tips and tools as possible. Panelists and delegates will be encouraged to exchange documents and templates, and diligent conference follow-up will see these documents posted on the website in a "members only" section.

The Day One panel will focus on recruitment initiatives and successes. The Day Two panel will focus on approaches to retention. We invite you to come forward yourself, or to nominate a fellow CASPR member to participate as either a panel member or a presenter (with his/her permission of course!!) We are looking for three presenters per topic.

We know there are brilliant ideas out there so it's your opportunity to brag! Let your fellow CASPR members know what challenges you experienced while developing an initiative, what partnerships were necessary, what worked well, and not so well. What would you do differently if you started again?

If you have something to contribute to our panels, please email both your 2008 Conference Co-Chairs, Ginette Vezina (gvezina@hrsrh.on.ca) and Mary Jane Yorke (yorkemj@sah.on.ca) by November 16th with your nominee's name, title, contact information and topic. Please put CASPR Panel Nominee in your email subject line. Your candidate will be contacted by the Planning Committee.

Thanks in advance to all of you for sharing your creativity!!

Networking Evening -Tuesday February 19th Laughter IS therapeutic!!

Your 2008 Conference Registration Fee includes Tuesday's networking event: dinner and comedy club. This casual evening of comic relief begins with a three-course meal on site at the former Montreal Forum. From there we move upstairs to the Comedy Nest, the premiere venue for comedy in Montreal. The private performance for CASPR upstairs promises to be a relaxing and fun atmosphere which will allow delegates ample opportunity to connect following Conference Day 1. Please remember to confirm your attendance on the Conference Registration Form! Pre-registration is **required**.

MARK YOUR CALENDARS:

CASPR Conference
February 19th & 20th, 2008

Quebec Residents' Recruitment Fair
February 21st, 2008

HOTEL RESERVATIONS:
Call: 514-788-3042
877-285-9001

Email: h3646-re3@accor.com

A block of rooms has been set aside at the Sofitel under CASPR Conference and 2007 CASPR rates have been maintained.

1 King Bed Superior	\$ 159.00
1 King/Double Deluxe	\$ 179.00

High speed internet access provided free in guestrooms.

We encourage participants to book at the Sofitel as some of our conference service costs are based on the percentage occupancy we achieve with conference delegate rooms.

Deadline for this rate: January 25, 2008

REGISTRATION FEE:

Members:	\$450.00
Non-members:	\$550.00

(includes networking event on Tuesday, Feb. 21st)

Conference registration deadline:

Payment must be received by **January 4, 2008**. Payments received after this date will have a \$25.00 late fee applied.

SEE YOU ALL THERE!

Conference Planning Committee Leads

Ginette Vezina gvezina@hrsrh.on.ca	Conference Co-Chair
Mary Jane Yorke yorkemj@sah.on.ca	Conference Co-Chair
Laurie Roberts laurie.roberts@schulich.uwo.ca	Sponsorship Committee Co-Chair
CJ Tarrant CJ_tarrant@pair.org	Sponsorship Committee Co-Chair
Gordon Ross gordon_ross@gov.nt.ca	Marketing Committee Co-Chair
Brenda Warren brenda.warren@viha.ca	Marketing Committee Co-Chair
Joan Hatcher jhatcher@niagarahealth.ca	Social Committee Chair



MEET YOUR 2007-08 EXECUTIVE

Wayne Heide Chair

Since 2003 Wayne has been the Administrative Director of Manitoba's Office of Rural & Northern Health (ORNH). ORNH's involvement begins with junior high and high school students and includes post secondary students in health care training programs and practicing professionals. ORNH's long-term vision is to increase the number of rural/northern origin individuals who choose a career in health care and return to practice their career in rural northern Manitoba.



Margaret Kennedy Vice Chair

Margaret's background is in nursing having obtained her Bachelor of Science -Nursing. She has practiced in a variety of nursing positions during her 25-year career. Margaret has been recruiting health professionals since 2001 - specifically physicians since 2003 on behalf of the Province of British Columbia. She has been involved with the planning of CASPR conferences since the inaugural one in 2004 and has served on the Executive since 2005.



Frances Roesch Treasurer

Frances is the Director of Medical Affairs and Medical Recruitment with the Chatham-Kent Health Alliance. In her role she is responsible for the hospitals' credentialing process, liaises with legal counsel on medical issues, and plays a key role in the risk management, patient safety and quality initiatives of the Alliance. She is also the administrative lead for the inter-disciplinary education program. Before moving to Chatham-Kent, Frances was the medical recruiter in Brantford-Brant for five years. Prior to that, she held the post of Editor, with the Illinois State Medical Society in Chicago. She earned a Masters of Health Administration from the University of Memphis, a Bachelor of Public Relations from Mount Saint Vincent University in Halifax and she is a Fellow of the American College of Healthcare Executives.



Jill Cappa Secretary

Jill has been in the physician recruitment field for almost 4 years and her primary focus is the recruitment and retention of family physicians to the Niagara Region. Previously she worked in the not-for-profit field for almost 15 years and her experience included fundraising, human

resource management, marketing, volunteer management, budgeting, allocation of funds, community development and administration. In addition to being the Secretary to the CASPR Executive, Jill also does all the behind the scenes



Ginette Vezina Conference Co-Chair

Over the past twenty years, Ginette has gained experience in communications, marketing and recruitment, in the private sector, in federal and provincial government settings, and in the non-profit sector in Southern and Northern Ontario. As the physician recruiter at Sudbury Regional Hospital since the year 2000, she has been involved in the evolution of the new Northern Ontario School of Medicine and of the hospital as a health sciences centre for northeastern Ontario. Ginette Co-Chaired the first annual conference of the Canadian Association of Staff Physician Recruiters in 2004, and again in 2007 and 2008.



Mary Jane Yorke Conference Co-Chair

Mary Jane has held the position of Manager for the Sault Ste. Marie Physician Recruitment & Retention Program for the city of Sault Ste. Marie since 2003 and in this role organizes all aspects of physician recruitment and retention. She also works closely with the Northern Ontario School of Medicine (NOSM) in the placement of learners in the community and enhancing the position of Sault Ste. Marie with NOSM. Previously Mary Jane was the Medical Affairs Co-ordinator for the Sault Area Hospital for 16 years before moving to the Recruitment & Retention Program which was established for the city.



Mary Jane served as a member of the Sponsorship Committee for the Inaugural CASPR Conference in 2004 and is Co-Chairing the 2008 Conference.

Joan Hatcher Past Chair

Joan has been in a full time Specialist Physician Recruitment role for the seven Sites of the Niagara Health System since 2001. Her responsibilities include recruitment, retention, manpower planning and physician remuneration. Joan also works on a consulting basis as an Assessor of Independent Health Facilities and as a member of the Radiology Task Force for the College of Physicians and Surgeons of Ontario.



MEMBERSHIP RENEWAL

Membership renewals for 2008 are being sent out as you read this. Dues remain the same (\$75) for the 2008 membership year (January 1 - December 31, 2008). Personal invoices will be emailed to all existing CASPR members in the next few weeks. We encourage you to think about your network, your program and your day-to-day activities. If you know someone who would benefit from CASPR membership, please encourage them to visit www.caspr.ca and considering joining.

Remember, if you plan to attend the 2008 CASPR conference, your 2008 membership dues must be paid in full for you to qualify for the member rate. You can now become a member of CASPR by completing the new online application form. Membership dues are not required until your application has been approved (you will be notified by email).

Membership Rewards

- Ability to post physician job opportunities on the CASPR website
- Access to information sharing email network/chat line, and contacts for member organizations.
- The right to stand for and hold Executive positions
- Vote on matters brought before the Membership
- Annual Conferences and other CASPR functions and events.

Membership Criteria

Membership is open to non-profit Physician Recruiters employed or retained by hospitals, hospital corporations, clinics, health care regions or authorities, public sector, government agencies or communities to recruit and retain physicians for that entity.

Membership is limited to Physician recruiters who are not employed by Recruitment or For-Profit Agencies. The Executive Committee will reviews all applications and decisions for membership.

Active Membership shall consist of members who meet the eligibility criteria and who have paid membership dues for the current year.

This is YOUR Newsletter

Everyone has a busy schedule but there is a need to stay in touch no matter where you are or what you are doing. The CASPR Connection is intended to help make staying in touch easier – whether you are in your office or on the road.

This is your newsletter and we want to hear about your stories and ideas. To share with your colleagues you can submit your stories to any member of the Communications Group. The e-newsletter will be published quarterly. The next edition being planned for the end of January 2008. If you have a story or article idea (please provide source if not your own), please send it to us by **December 14, 2007**



www.caspr.ca

Please direct written correspondence to:

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