

MESSAGE FROM THE CHAIR



Margaret Kennedy
CASPR Chair

It's hard to believe that Summer is behind us! I don't know about you but there was no "down time" or periods of inactivity for those of us out West!

In thinking about the next issue of the newsletter, I wanted to concentrate on a topic which all of us are familiar with. One of the great benefits of being a CASPR member is the use of the CASPR website. In our busy, day to day work lives, probably one of the last things we make time for is the utilization of the site to its maximum. I took some time recently to prove to myself that the site is very user friendly even for someone like me (with help of course from our website guru, Jill Cappa). Now if I could only remember my log-in name and password!!!

When you first log in from the home page, this brings you to the Members-Only Dashboard which is the place you will find the CASPR Welcome and table of contents. As we build the website this is where you are directed to new sections for your use – from the Constitution, Bylaws and Policies to newsworthy events and links. Needing to email all active CASPR members? Just click on the link in the appropriate section. Do expect some emails to bounce back if not updated and several out-of-office messages.

Take a moment when logging in to update your profile. This is extremely important as this information is supplied automatically with each job you post. You also don't want to miss email messages from The Executive, Conference Co-Chairs and fellow members.

Looking for a fellow CASPR member? Go to the Directory and search by name or city, or just click for the entire listing. We are currently working on improving the search capabilities so please be patient.

Post a job or two....or three....So easy to do!! Just click on "Post a new job". Remember you have to choose from the drop down menu, then go ahead and paste in the description and details. Click to Publish it now for all to view or save it to publish

later. Remember to remove your posting once the position is filled.

Need to find a piece of information that was presented at one of the CASPR Conferences?

Check out the Conference page for copies of presentations going back to 2006.

Need help??? Contact Jill Cappa.....if you have any suggestions for changes or improvements to the features....you got it....email Jill!

Remember, by the end of this year, we will be able to renew our memberships and register for the 2009 Conference in Halifax all on-line from the website..... more details to come over the next few weeks.

No matter where you live and work, if you want to get involved with the planning of 2009's Conference give Sheila or Maureen a call. In addition, Ginette would love your participation on the Communications Committee as would Wayne on the Membership Committee. **Don't be shy, just say "Aye"!!!**

CASPR Chair
Margaret Kennedy

Here's to a great year!

Communications Committee 3 VACANCIES REMAIN

If you like to share your writing and layout/desktop design expertise, please contact Ginette !!



Ginette Vezina, Chair, Communications Committee
Physician Recruitment & Retention Consultant
Sudbury Regional Hospital
705-523-7100 x 3046
705-698-0427 (cell)
gvezina@hrsrb.on.ca

Setting the Direction



A Compass for Success.

2009 CONFERENCE UPDATE

Greetings to all CASPR members!! We hope you had a restful and regenerating summer and that you are all ready for Fall and its opportunities and challenges.

We have been busy over the summer building the 2009 Conference Planning Committee and formalizing our arrangement with the Halifax conference venue. A heartfelt thanks to all who came forward and offered to share their time and expertise to the planning of the upcoming annual event. We still need volunteers - 1 for the Logistics Committee; 2 for Conference Marketing and 1 for the Sponsorship Committee. If you are willing to consider giving of your time and skills, we would welcome them so we can enter the planning phase with a full complement of volunteers.

The annual CASPR Conference will be held **April 14th and 15th, 2009** at the Prince George Hotel in Halifax, N.S. The theme of the Conference is "***Setting the Direction; A Compass for Success.***"

A block of rooms has been set aside for CASPR delegates. The price of a standard room is \$169 for both single and double occupancy. CASPR members can now call toll free and reserve their rooms by requesting the CASPR block at 1-800-565-1567. The block of rooms will be held until March 14, 2009.

Our conference is also scheduled two days in advance of the Society of Rural Physicians of Canada's Annual Conference, scheduled for **April 16th to 18th** at the Halifax Westin. Their 2009 Exhibitor Package is not yet finalized, but please check the SRPC website - www.srpc.ca - in the next few weeks for complete information (click on Fall/Spring CME Events on right side of page).

We met in Halifax on September 29, 2008 to begin the planning process. A teleconference will be held with the Chairs of the Conference Sub-Committees in October to identify work priorities for each area.

We are reviewing suggestions we have received for guest speakers. If you have any suggestions or ideas regarding speakers or sessions, please feel free to share them with either Sheila or Maureen.

The option of a "Recruiting 101" session is currently being explored to be run as a concurrent session during the conference. This would include a session for newcomers to recruitment and another session for recruitment veterans.

We look forward to working with all of you and to putting on a productive and entertaining conference for all members nationwide!

Sheila MacLean
Conference Co-Chair
(902) 368-6302
smmaclean@gov.pe.ca

Maureen Webster
Conference Co-Chair
(902) 752-7600 ext. 3490
maureen.webster@pcha.nshealth.ca

CASPR MEMBERSHIP COMMITTEE **Plans for 2008/09**

CASPR was developed in 2004 as a professional association to serve physician recruiters across Canada. Each year, the membership of CASPR increases but it has yet to reach its potential as a Canada, wide professional association. The majority of CASPR membership comes from Ontario with members in every other province except Quebec. At the 2008 CASPR conference, the membership made a decision to create a committee to assist in generating new members from across the country. This committee is Chaired by Wayne Heide and its other members are Laurie Roberts, Laurie Nash, Teri Jones, Gwen Devereaux & CJ Pudsey.

As a result, the CASPR Membership Committee has developed several ideas that will be implemented over the next few months. The first involves an opportunity for current CASPR members to win their registration to the 2009 CASPR conference in Halifax. Each time a new member joins CASPR and has been referred by an existing member, the existing member's name will be entered into a draw to win a complimentary 2009 conference registration.

The Membership Committee will also be sending CASPR membership information to physician recruiters all across the country. We will identify a CASPR member or members in each area of the Province and ask them to distribute this information to all of their colleagues in their province. If you are interested in assisting with this initiative, please contact a member of the committee.

Wayne Heide	wheide@ornh.mb.ca
Laurie Roberts	l.roberts@healthforceontario.ca
Laurie Nash	l.nash@healthforceontario.ca
Gwen Devereaux	gwen.devereaux@hpha.ca
CJ Pudsey	pudsey@wmhc.ca
Teri Jones	teri.jones@uovmrc.ca

CASPR 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 make final decisions on membership.

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

CASPR invites new members to join our dynamic organization for a reasonable annual membership fee of \$75.

Some of our membership benefits:

- Access to an extensive network of nationwide staff physician recruitment professionals;
- Opportunity to share and exchange best practices and ideas;
- Access to the CASPR website, with 'members only' section;
- Access to information sharing with contacts from member organizations;
- Opportunity to participate and contribute to the CASPR annual conference - a high caliber professional development event;
- Ability to post physician job opportunities on the CASPR web site;
- Listing in our electronic Members Directory;
- The right to stand for and hold Executive positions;
- Vote on matters brought before the Membership.

To become a CASPR member:

Please complete the online application form at www.caspr.ca. Membership dues are not due until your application has been approved (we'll notify you by email).

Pass it on to your recruiter colleagues who are not yet CASPR members!!!



2008 ASPR Conference - A Look Back

By: Evie Sabean Croucher, MPRI

Ever feel like no one else understands what being a physician recruiter is like? Do I have the conference for you!



In August I had the great fortune of attending the Association of Staff Physician Recruiters' (ASPR) Conference in Baltimore, Maryland. ASPR is comprised of more than 1,000 in-house physician recruiters from the United States and Canada.

This was my second ASPR conference, and I found it just as informative and educational as the first. The 101 program, held on the first day, is designed specifically for those new to the field or looking for a refresher course on techniques and approaches. The 201 program, held on the final day, builds on the 101 and is designed to broaden and enhance that knowledge.

Speakers such as Roy Smith showed us "How to Deal with the Hippos in Our Lives" in a riveting session on tackling challenges by starting with the smallest step. Tammy Bigelow made us realize the differences between employees of different generations and how we can understand the unique challenges and benefits to working with people of all of those generations. And the many panel discussions brought a wealth of experience and knowledge that you would be hard-pressed to find anywhere else.

The Monday night social event saw attendees invited to a private tour of the Baltimore National Aquarium. Being an East Coast girl, I thought I had seen most of what the deep blue ocean has to offer. Boy was I wrong! Standing in the middle of a room while sharks circle around you definitely makes those negotiating sessions seem far less intimidating.

The 2009 conference is being held at the Hyatt Regency in Minneapolis, Minnesota from **August 30th to September 2nd**. I highly recommend that any CASPR member who is able to join ASPR and attend the annual conference do so. This is a truly beneficial experience with a great opportunity for education, networking, and definitely a bit of fun.

Joining ASPR is simple. Log on to their website, www.aspr.org, and fill out the online membership application form. Membership dues are \$200 US annually.

Evie Sabean Croucher is the Coordinator of the Maritime Physician Recruitment Initiative (MPRI). This project is run through the Professional Association of Residents in the Maritime Provinces (PARI-MP) and brings residents training at Dalhousie University together with district health authorities and recruiters in Nova Scotia. Evie has been with PARI-MP for over 3 years and coordinating the recruitment project since 2007. She is excited to welcome everyone to Halifax this coming April for the 2009 CASPR Conference.