



April 26, 2017

FOR IMMEDIATE RELEASE

**Re: 2017 CANADIAN ASSOCIATION OF STAFF PHYSICIAN RECRUITERS  
AWARDS RECIPIENTS RECOGNIZED**

**Award recipients are the embodiment of excellence, dedication and perseverance.**

Healthcare leaders and innovators from Prince Edward Island, Windsor Ontario, and Kawartha Lakes Ontario, are the recipients of the 2017 Canadian Association of Staff Physician Recruiters (CASPR) awards.

Awards recognizing excellence in Canadian physician attraction, recruitment, and retention were presented to three healthcare recruitment professionals at the 13<sup>th</sup> annual CASPR conference, which took place in Windsor Ontario from 23-25 April 2017.

**Joan Mavrinc, Physician Recruiter, Regional Physician Recruitment Office, Windsor – Essex**, was named recipient of the **2017 Leadership Award**. The Leadership Award recognizes a CASPR member who has demonstrated a superior commitment and passion for physician attraction, recruitment, as well as leadership in all aspects of their role.

**Cindy Snider, Recruitment and Retention Coordinator, Kawartha Lakes Health Care Initiative**, was named recipient of the **2017 Recruiter Recognition Award**. Recruiter Recognition Award recognizes significant potential as an innovator and a role model or future leader in physician attraction, recruitment, and retention activities.

**Sheila MacLean, Physician Recruitment Coordinator, Prince Edward Island Department of Health and Wellness** was named recipient of the **2017 Lifetime Achievement Award**. Lifetime Achievement Awards recognize commitment to physician recruitment through involvement in the CASPR Executive, Community, Provincial, National or international recruitment initiatives.

Jill Cappa, CASPR chair, offered her congratulations to the 2017 recipients, heralding the trio as true stewards of the CASPR organization.

“This year’s award recipients are the embodiment of excellence, dedication and perseverance. They are all leaders in physician recruitment excellence. They are continually learning and growing about physician recruitment to bring the best results to their communities in the form of new physicians. Each one of them deserves the honour that has been bestowed upon them whether they have excelled at recruitment, developed programming to support physician development, or built strong partnerships in their communities and provinces.”



CASPR administers three awards annually: Recruiter Recognition, Leadership, and Lifetime Achievement. The awards are presented at the annual conference.

Visit [caspr.ca](http://caspr.ca) for more information on the awards.

For more information, please contact:

Dawn Piasta, CASPR Communication Chair

[dpiasta@ornh.mb.ca](mailto:dpiasta@ornh.mb.ca)

Phone: 204-622-6213



## Backgrounder

### 2017 Leadership Award

[Joan Mavrinac, Physician Recruiter, Regional Physician Recruitment Office, Windsor-Essex](#)

Joan Mavrinac - a Windsor/Essex native, graduate of the University of Windsor and mother of three grown children.

Joan currently serves as the Physician Recruiter for Windsor and Essex County, a position she has held since 2003. During this time, the Windsor/Essex community has welcomed more than 470 new physicians.

Formerly, Joan's career included 15 years at General Motors of Canada, 3 years with the Windsor Police Service as Director of Human Resources, and 7 years with Hotel-Dieu Grace Hospital as the Director of Medical Administration.

Joan has been an active member of the Canadian Association of Staff Physician Recruiters since 2004, and served on the Executive from 2010 -2013.

Presently, Joan is looking forward to continuing her commitment to improving the physician human resource inventory for the Windsor/Essex community, building public confidence in the local health care system, and contributing her support and input into the planning and activities of the CASPR organization.

### 2017 Recruiter of the Year Award

[Cindy Snider, Recruitment and Retention Coordinator, Kawartha Lakes Health Care Initiative](#)

Cindy has been the Recruitment & Retention Coordinator for the Kawartha Lakes Health Care Initiative for the past nine years. This position is responsible for the recruitment and retention of family doctors in the City of Kawartha Lakes, Ontario and reports to a volunteer Board of Directors.

In addition to her recruitment role, Cindy is the Medical Education Coordinator for the City of Kawartha Lakes. Assisting young people to reach their goals is a professional and personal passion which guides her work with the medical students and residents. She was very proud to receive the ROMP Community Education Coordinator of the Year award for 2015.

A background in marketing and administration, including a Bachelor of Arts from the University of Toronto, has been extremely helpful in her position. Prior to her work with the Kawartha Lakes Health Care Initiative, Cindy was the manager of the Bobcaygeon & Area Chamber of Commerce for 20 years.

Cindy has been a member of CASPR since 2008 and is currently the Education Committee Chair. Personally, Cindy is the proud mother of two and co-owner with her husband of an automotive garage in Bobcaygeon, Ontario.



## 2017 Lifetime Achievement Award

Sheila MacLean, Physician Recruitment Officer, Southern Georgian Bay

Sheila MacLean is the Physician Recruitment Coordinator for the Province of Prince Edward Island, responsible for recruitment of both specialists and family physicians for the province as well as coordinating the Physician Locum Program. She has been in her current position for the past 11 years and has worked with the Department of Health for 32 years. She has recruited over 180 physicians.

Sheila has led a process to develop a Toolkit for the Retention and Integration of Internationally Educated Health Professionals as well as the review and enhancement of a Physician Recruitment and Retention Strategy for the province. She has also been a key member of the planning team to develop and implement a Family Medicine Residency Training Program on PEI.