



Donald S. Higgins, Jr. MD
Veterans Administration



AUPN'S
Leadership Minute

***Recruitment and
Retention of Faculty***

The logo features a stylized brain inside an open book, with the text 'AUPN'S Leadership Minute' below it. The main title 'Recruitment and Retention of Faculty' is written in a bold, italicized font.

Adam Newsom
Merritt Hawkins

Leadership Minute Podcast Episode Description

- Understanding the relationship between the recruitment and retention of faculty is vital to the growth and success of every Department of Neurology. The well documented shortage of Neurologists in the US makes having an effective program essential.

Recruitment and Retention



Two Sides of the
Same Coin

Recruitment

HOW DO YOU ATTRACT PHYSICIANS?

Make the practice environment as efficient, open, remunerative and appealing as possible.



Retention

HOW DO YOU *RETAIN* PHYSICIANS?

Make the practice environment as efficient, open, remunerative and appealing as possible.



Pre-Work (The Why)

- Confirm your needs with all stakeholders
- Develop an accurate and detailed summary of the available opportunity that confirms job responsibilities, candidate parameters, compensation and available incentives
- Understand your strengths and weaknesses
- Developing an outreach strategy
- Establish protocols and assign responsibilities



Elements of a Successful Match

WISH LIST

SEEKS YOUR
COMMUNITY

WELL
TRAINED

STRONG
WORK
ETHIC

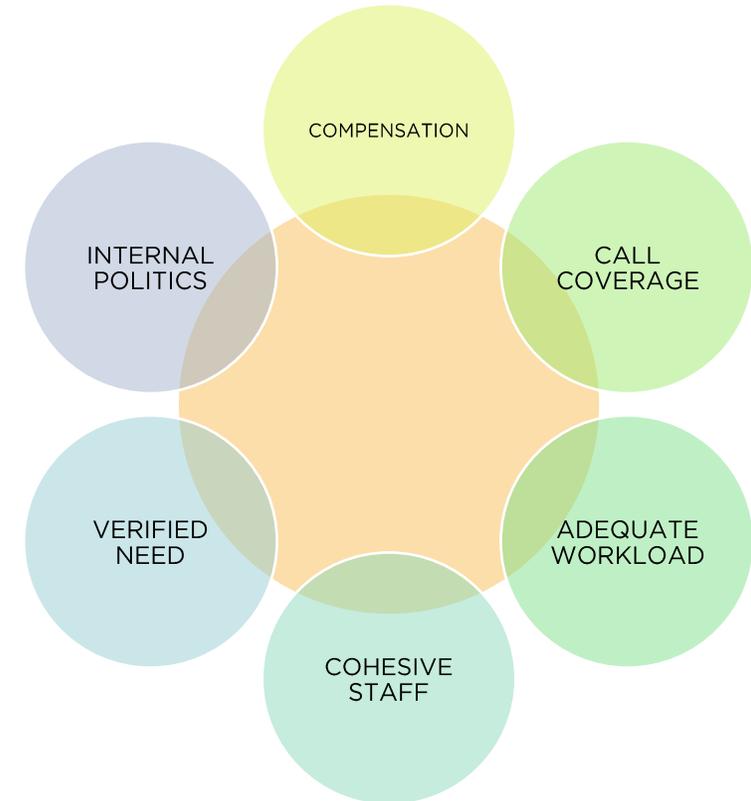


EXPERIENCE

GREAT
BEDSIDE
MANNER

TEAM
ORIENTED

CANDIDATE INTEREST LIST



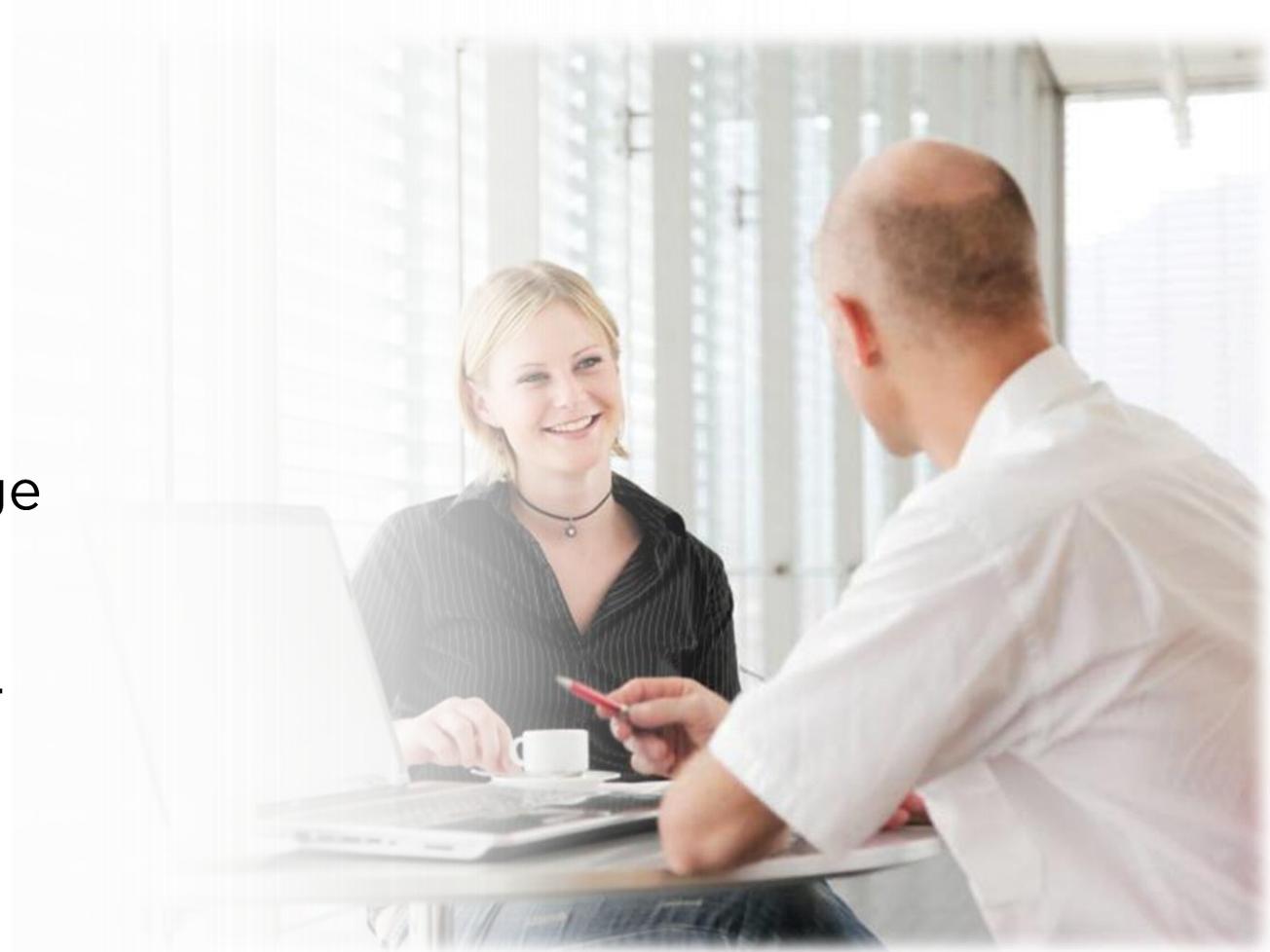
Check Twice, Onboard Once



- Effective onboarding practices start well before the doctor gets to town
- Onboarding checklists increase productivity, make the new physician happier, and provide cost savings
- Incorporate family onboarding into the checklist system

Stay Interviews

- Informal one-on-one meetings conducted 30, 60, 90 and 180 days after the physician starts the new position
- Not performance evaluations, but rather a casual and friendly exchange to learn how the physician is adapting to new community
- Should also address how the doctor feels they “fit in” with others in the practice both clinically and philosophically





Adam Newsom

Divisional Vice President

Academic Physician & Advanced
Practice Search

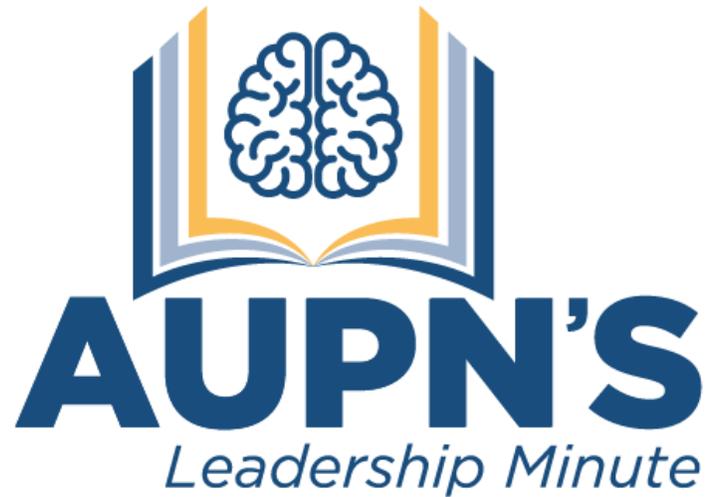
(601) 466-0109

Adam.Newsom@AMNHealthcare.com

Thank You



AMN Leadership Solutions



AUPN's Leadership Minute is brought to you by...

The Association of University Professors of Neurology

Copyright 2023