

ADVANCING CONNECTIONS



2020 AAPPR ANNUAL CONFERENCE



**ASSOCIATION FOR ADVANCING PHYSICIAN
AND PROVIDER RECRUITMENT**

APRIL 4-8, 2020
RED ROCK CASINO RESORT
LAS VEGAS, NEVADA





WAYS TO REGISTER



ONLINE

The fastest and easiest way to confirm your attendance at the 2020 Annual Conference!

aappr.org/2020-annual-conference



MAIL

Complete the form on the last page of the registration brochure and mail with payment to:

AAPPR
2501 Jolly Road, Suite 110
Okemos, MI 48864



FAX

517.220.2969

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REASONS TO ATTEND

PROFESSIONAL DEVELOPMENT

No matter how experienced you are or how long you have been in the industry, everyone can learn something new. AAPPR is recognized by SHRM to offer PDCs for SHRM-CP or SHRM-SCP. In addition, attending the conference will earn members seven educational hours toward their credential renewal.

NETWORKING

Meet with like-minded people and industry peers. By meeting others and listening to their backgrounds, you can learn new ways to achieve your career goals and take advantage of new methods of success.

NEW TRENDS

AAPPR conferences include vendors whose reason for being is to connect with you and educate you on their latest and greatest products and services. You may find new tools you were unaware of, tools that could provide a solution to problems your company, or your physicians are facing.

GET INSPIRED

This conference will renew your energy and focus. You'll walk away ready to enhance your career with the knowledge you gained at conference!

YOU'LL HAVE FUN!

Being a recruitment professional should be rewarding and fun! All work and no play can get old fast. After a day of educational sessions, AAPPR provides attendees with several networking events and activities that are solely focused on your entertainment and networking.





CONFERENCE OVERVIEW



Join us for the 2020 AAPPR Annual Conference on April 4-8 in Las Vegas, Nevada. This conference draws more than 600 physician and provider recruitment professionals, physician liaisons, administrators, CEOs, CMOs, VPs, and others involved in health care recruitment, retention, and onboarding processes.

As you strive to meet the challenges and opportunities of the evolving health care environment, your information needs are more significant than ever before. Take advantage of this unique opportunity to connect with colleagues and industry experts and receive cutting-edge information critical to your success. You will walk away with strategies to source smarter, recruit faster, and retain longer.

CLIFTONSTRENGTHS WORKSHOP

SATURDAY | 9:00 AM - 12:00 PM



Be the Best YOU! Discovering Your Unique Talents

Would you like to experience more happiness, be more confident, get more accomplished each day, be a more effective leader? Focusing on what is RIGHT about you will help you achieve these goals. Based on the CliftonStrengths assessment, this interactive workshop lead by Gallup Certified Strengths Coach, Donna Gardner, MA, will help you identify and describe your greatest talents. You will explore the results of your personalized assessment and the application of your talents in both your personal and professional lives.

After the educational session, participants will be able to:

- Describe their top five talent themes.
- Identify ways in which their talents are used to build relationships, influence others, complete tasks, and critically think.
- Identify ways in which their unique talents contribute to their ability to lead others.
- Develop strategies to build their talents into strengths to increase personal and professional effectiveness and satisfaction.

RECRUITMENT PROFESSIONAL **CREDENTIAL WORKSHOP**

SUNDAY | 9:00 AM - 5:00 PM



AAPPR is rolling out its new credential for recruitment professionals (name TBD) at the conference on Sunday, April 5. The new credentialing curriculum aligns with AAPPR's commitment to the future of creating a higher degree of connecting, learning and advancing physician recruiters, and redefining the recruitment to retention continuum.

Don't miss your chance to become part of the inaugural class of this exciting new program! The registration fee for this course includes the test. For updated information, please visit our website at aappr.org.

FELLOWSHIP MODULES ON SATURDAY | **9:00 - 5:00 PM**

Offered on Saturday, these courses are designed for those who wish to complete their current fellowship credential program by 12/31/2020. Email info@aaappr.org for details and registration.

ANNUAL BUSINESS **AND MEMBERSHIP MEETING**

TUESDAY | 9:30 AM - 10:30 AM

AAPPR's Annual Business and Membership Meeting will be held on Tuesday, April 7, from 9:30-10:30 AM. AAPPR will present the state of the association, conduct AAPPR's annual elections, and present awards.

IGNITE **SESSIONS**

TUESDAY | 10:30 AM - 11:30 AM

Tuesday's IGNITE Sessions are conducted in a conversational and storytelling style for a fun and engaging experience. With just 10 minutes and 20 slides, see what your colleagues decide to share as one of this year's IGNITE speakers.

DEEP DIVE: **EMPOWER YOUR VOICE**

WEDNESDAY | 9:00 AM - 12:00 PM



Mike Bangerter and Quin Harward from CHG Healthcare will present this three-hour workshop on Wednesday. They will examine key concepts of Crucial Conversations that empower attendees to speak up, share information in a respectful and safe way in order to feel heard and allow others to feel the same.

MASTER **CLASS**

WEDNESDAY | 9:00 AM - 12:00 PM

If you have more than ten years of experience in a leadership role as a recruitment professional, make sure you register for the AAPPR Master Class on Wednesday. Debra Zabloudil, FACHE, President & Founder of The Learning Studio, Inc. will lead this advanced session focused on leadership skills needed to thrive in today's world of physician and provider recruitment.



NETWORKING **EVENTS**



Take advantage of these valuable opportunities to connect with colleagues. These events offer networking opportunities, great food, and fun! Make plans now to participate and make the most of the AAPPR conference experience.

NEW MEMBER AND **FIRST-TIME ATTENDEE SOCIAL**

SUNDAY | 4:30 PM - 5:30 PM

Connect with AAPPR leaders, other new members and first-time conference attendees. This event will arm you with strategies for realizing the most benefit from your attendance at the conference.

WELCOME **RECEPTION**

SUNDAY | 5:30 PM - 7:30 PM

Get your meeting off to a great start by joining your fellow attendees to meet and mingle. Appreciate the power and energy of the AAPPR Annual Conference as all career levels come together for fun and networking in the Exhibit Hall.

NETWORKING **PARTY**

MONDAY | 5:00 PM - 7:00 PM

Join AAPPR and your fellow attendees for a celebration at Red Rock's South Beach Pool and Sandbar Grill. Enjoy upbeat music, poolside gaming, and the opportunity to connect with other recruitment professionals.

WELLNESS **YOGA**

WEDNESDAY | **7:00 AM - 8:00 AM**

Recharge, re-energize, and relax with yoga and mimosas on Wednesday morning. All experience levels are welcome at this special session. Yoga mats, one mimosa, and breakfast will be provided.

EXHIBIT **HALL**

SUNDAY-TUESDAY | **TIME VARIES**

Don't miss your opportunity to connect with nearly 80 exhibiting companies representing an abundance of services specific to the needs of physician and advanced practice provider recruitment, retention, and onboarding professionals.

EXHIBITING **HOURS**

Sunday, April 5, 5:30 - 7:30 PM

Monday, April 6, 8:00 AM - 4:00 PM

Tuesday, April 7, 8:00 AM - 12:45 PM

SHARE **YOUR EXPERIENCE**

EVERYDAY | **SOCIAL MEDIA**

AAPPR wants to see photos of you and other attendees having a great time at the conference and enjoying all that Las Vegas has to offer. Be sure to follow the AAPPR social channels and use the hashtag, #AdvancingConnections or #AAPPR. Who knows, maybe your photo will get shared on one of our social channels or appear on the social media wall during the 2020 conference!



#ADVANCINGCONNECTIONS
@theAAPPR



SCHEDULE AT A GLANCE



Whether you're an experienced recruiter or you're new to the industry, the keynote and breakout sessions will illuminate your understanding of the issues facing in-house physician and provider recruitment professionals. AAPPR has developed educational breakout sessions geared to where you are at in your career as a recruitment professional. The titles of the breakout sessions can be found on the schedule at a glance. Full session details and speakers are located on pages 12-17. Sessions and times are tentative and are subject to change.

SATURDAY **APRIL 4**

PRE-CONFERENCE WORKSHOPS

8:00 – 9:00 AM	Pre-Conference Registration / Continental Breakfast (workshop participants only)
9:00 – 5:00 PM	Full Conference Registration and Check-in
9:00 – 5:00 PM	Physician Recruitment Fellowship Modules (lunch included)
9:00 – 12:00 PM	CliftonStrengths Workshop

SUNDAY **APRIL 5**

PRE-CONFERENCE WORKSHOPS

8:00 – 9:00 AM	Pre-Conference Registration / Continental Breakfast (workshop participants only)
9:00 – 5:00 PM	Full Conference Registration and Check-in
9:00 – 5:00 PM	Recruitment Professional Credential Workshop (lunch included)
4:30 – 5:30 PM	New Member and First-Time Attendee Social
5:30 – 7:30 PM	Welcome Reception

MONDAY APRIL 6

GENERAL SESSIONS

8:00 – 5:00 PM	Registration / Exhibit Hall Open (until 4:00pm)
8:00 – 9:00 AM	Continental Breakfast, Networking and Exhibits
9:00 – 10:30 AM	Welcome / Keynote Speaker: Dr. Michelle Rozen
10:30 – 11:15 AM	Networking and Exhibit Viewing


BREAKOUT SESSIONS 11:15 - 12:15 PM



Shaping and Selling Your Department's Story From Your Peers to the C-Suite
Seize the Day - Build a Provider Recruitment Department and Leverage Standard Work...
Create a Culture of Retention
Rural Recruiting
Predicting Primary Care Physician Movement

12:15 – 2:15 PM	Lunch and Exhibit Viewing
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BREAKOUT SESSIONS 2:15 - 3:15 PM



Hanging up the White Coat: What Healthcare Organizations Need to Know...
Creating Multi-Media, Mobile, National Sourcing Campaigns
Get Hands-On With Your Data, Part 2
Stress Is Not a Badge of Honor
AIR Breakout Session TBA

3:15 – 3:45 PM	Networking Break and Exhibit Viewing
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BREAKOUT SESSIONS 3:45 - 4:45 PM



Starting from Scratch: Building & Maintaining a Successful Provider Onboarding Program
It's all About Choices, and the Choice is You!
Effective Recruiting at Exhibits
Beyond Supply and Demand: The Significance of a Physician Needs Assessment
Physician Burnout: What Can A Recruitment Professional Do?
Health Care Policy Update

5:00 – 7:00 PM	Networking Party
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SCHEDULE AT A GLANCE

TUESDAY **APRIL 7**

GENERAL SESSIONS

8:00 – 5:00 PM	Registration / Exhibit Hall Open (until 12:45pm)
8:00 – 9:30 AM	Continental Breakfast with a Bonus! (Coffee with Experts)
9:30 – 10:30 AM	Annual Business and Membership Meeting
10:30 – 11:30 AM	IGNITE Sessions
11:30 – 12:45 PM	Lunch and Exhibit Viewing
12:45 – 1:15 PM	Exhibitor Prize Announcements
1:15 – 2:15 PM	Keynote Speaker: Crystal Washington
2:15 – 2:30 PM	Break

BREAKOUT SESSIONS 2:30 - 3:30 PM



Quality and Value-Based Reimbursement: Provider Employment and Compensation...
Staying Relevant: Leveraging Sourcing Tools in Eight Marketing Channels and Digital Media
A New Take on Recruiting Psychiatrists: Identifying and Eliminating Barriers...
Hire me! I'm an APP, and I'm Applying for Everything!
Leveraging Emotional Intelligence to Up Your Leadership Game

BREAKOUT SESSIONS 3:45 - 4:45 PM



How to Support Your Staffing Strategy With Data and Analytics
What Matters Most: An Engaged Collaborative Team
Physician Practice Acquisition – Successful Approaches and Common Mistakes
A Three-Stage Approach to Onboarding Locum Tenens Providers
Hot Topics! Workshop

WEDNESDAY **APRIL 8**

MASTER CLASS AND DEEP DIVE SESSIONS

7:00 – 8:00 AM	Yoga
7:30 – 8:30 AM	Continental Breakfast
8:00 – 8:45 AM	Chapter Meetings
9:00 – 12:00 PM	Master Class (advanced registration required)
9:00 – 12:00 PM	Deep Dive: Empower Your Voice
12:00 – 12:00 PM	Conference Adjourns

KEYNOTE SPEAKERS



Michelle Rozen, PhD

Topic | How to Hit the Change Button:
Leading Forward Through Change

Leading forward manifests itself through the challenges of changing times – staff, procedures, technology, and dynamics. What can be perceived as rocking the boat is also an excellent opportunity for growth. Dr. Rozen ignites the audience with her extensive science-based knowledge, research-based tools, and her practical approach and engaging style. She provides practical strategies that leaders can use right away to produce quick and powerful results and the easy to use strategies to lead forward through change.

This session will enable participants to:

- Identify potential obstacles in leadership through change.
- Understand the causes and the powerful solutions for resistance to change.
- Master the CHANGE model for effective leadership through change.
- Master the Three Golden Rules for increasing motivation, engagement and growth through change.



Crystal Washington

Topic | Imagine the Future: What
Physician/Provider Recruiters Need
to Know Now!

Crystal Washington, CSP works with organizations that want to leverage technology to increase profits and productivity.

As a technology strategist and certified futurist, Crystal takes complex social media, app, and web topics, and makes them easy to understand and accessible for everyday people. Crystal's clients are comprised of Fortune 500 companies including Google, Microsoft, and GE. As a sought-after keynote speaker, she has entertained and educated audiences around the globe.

She has appeared in numerous publications including Entrepreneur, Bloomberg Businessweek, and Forbes and is regularly called on by major television networks as a tech expert. Crystal is the author of the books One Tech Action: An Efficiency Guide for Busy Non-techie Professionals to get More Done, Build Better Relationships, Enjoy More Free Time and The Social Media Why: A Busy Professional's Practical Guide to Using Social Media Including LinkedIn, Facebook, Twitter, YouTube, Pinterest, Google+ and Blogs for Business.



MONDAY **APRIL 6**

SESSION DESCRIPTIONS



BREAKOUTS | 11:15 AM - 12:15 AM

Shaping and Selling Your Department's Story From Your Peers to the C-Suite

Jim Schnurbusch, Founder, OrgStory

A deep dive targeted to the seasoned leader audience, to consider the idea of shaping and selling your department's story from your peers to the C-Suite. The workshop centers on crafting a compelling story to internal audiences to help overcome departmental challenges such as purpose, process, impact, and the difference between internal/external recruiters.

Seize the Day - Build a Provider Recruitment Department and Leverage Standard Work to Lead Your Organization to Success!

Logan Ebbets, MS, FASPR, Cooley Dickinson

Molly Feinstein, Director of Medical Affairs, Cooley Dickinson

This is a case study of how a recruiter and her director collaborated to build a recruitment department and successfully hire 41 new providers in 2018, a 355% increase in the organization's new hires from 2017. We will discuss top priorities to consider when building a recruiting department, the importance of garnering buy-in from key stakeholder groups, and how to demonstrate the value of your in-house recruiting department.

Create a Culture of Retention

Melinda Giese, Vice President of Enterprise Client Solutions, CHG Healthcare

Build a better culture, keep your employees, and hire the right fit. All can be done through better employee engagement. Learn tips for improving engagement using stay interviews, one-on-ones, surveys, and more engaging hiring questions. More than a decade ago, CHG Healthcare was facing high turnover rates. Since then, they have been focusing on building a culture that puts people first and creates employee engagement that works.

Rural Recruiting

Marc Barclay, MS, FASPR, 3RNet

Fayeann Hurley, Director, Physician Recruitment and Retention, Schneck Medical Center

Predicting Primary Care Physician Movement

Greg Chang, MHA, Managing Director, Health eCareers

Paul Kottenstette, VP Sales, Health eCareers

Physician movement has implications for recruitment, retention, and patient outcomes. This is a data-driven presentation that reviews the factors that motivate physicians to stay or leave an organization and identifies strategies recruitment professionals can use immediately in their work.

BREAKOUTS | 2:15 PM - 3:15 PM

Hanging up the White Coat: What Healthcare Organizations Need to Know About Physician Retirement

Tony Stajduhar, President, Jackson Physician Search

More than one in four physicians are expected to reach retirement age in the next five years. Planning for their exit is critical, as the physician shortage makes recruiting a challenge. This data-driven panel discussion will dive into the expectations that health care administrators and physicians have about retirement planning, allowing both parties to effectively manage the transition of patient care, revenue growth, and leadership concerns.

Creating Multi-Media, Mobile, National Sourcing Campaigns

Kelli Mulloy, President, The Inline Group

A digital strategy uses many platforms and tactics and can jettison physician marketing into the future. Learn how to run data-driven campaigns to attract the best candidates. Understand the components necessary to succeed, how to plan for it, and what “data-driven” recruiting really is. We will also tell what mistakes to avoid and discuss the power of video.

Get Hands-On With Your Data, Part 2

Emerson Moses, MBA, FASPR, Regional Director of Clinical Talent, Optum

Adam Ullman, RN, MPA, FASPR, CMSR, Senior Physician Recruiter, Henry Ford Health System

Scott Hackworth, CPA, Vice President, Industry Insights

First introduced last year to rave reviews, Part 2 of this interactive session will highlight the 2019 Benchmarking Survey, including what has changed, and how to use the data points in your day to day recruiting. Learn how to apply the new time-to-fill tool to your recruitment metrics.

Stress Is Not a Badge of Honor

Lee Papa, Mindfulness & Well-Being Speaker, Trainer, and Author, Mindfulness Lounge™ and Mindful Makeovers™

Stress is not a badge of honor, nor is it a requirement to get the job done. An author and coach with a heartfelt mission to spread mindful awareness globally, Lee Papa is an internationally recognized and award-winning mindfulness and meditation speaker and trainer.

AIR Breakout Session TBA

BREAKOUTS | 3:45 PM - 4:45 PM

Starting from Scratch: Building & Maintaining a Successful Provider Onboarding Program

Abigail White, Provider Onboarding Specialist, Christiana Care Health System

Amy Bird, Director, Executive and Physician Recruitment, Christiana Care Health System

A unique look at the process of building an onboarding program from the beginning. Learn how to determine the need factors for a provider onboarding function at your organization as well as pitching the provider onboarding role, developing a job spec, and ultimately recruiting for a provider onboarding specialist position.



MONDAY **APRIL 6**

DESCRIPTIONS CONTINUED

It's all About Choices, and the Choice is You!

Mariela Alvarez-Sosa, MBA SPHR FASPR, Director, Physician Recruitment, Memorial Healthcare System

Ever wondered what the ripple effect is of your choices? What you do matters...and it matters so much that it contributes to the very fabric of all that's around you. With each new recruit, you change lives — for your patients, for your community, and in many cases, even for yourself and those you love. It's time we own who we are and accept it unapologetically.

Effective Recruiting at Exhibits

Mark R Douyard, MBA, FASPR, Senior Physician Recruiter, Bayhealth Medical Center

Exhibiting at physician conferences can be expensive, both in terms of time and dollars. Yet, if managed strategically, exhibiting at conferences can be a cost-effective physician recruitment tool. This presentation will look at ways to maximize your return on investment and recruit physicians to your practices.

Beyond Supply and Demand: The Significance of a Physician Needs Assessment

Randy Gott, Senior Vice President, Coker Group

Bonita Lancaster, System Manager- Physician Relations/Recruitment, Baptist Health

Learning objectives:

- Outline how a physician needs assessment plays a significant role in the overall development of a hospital's medical staff and how it impacts recruiting efforts.
- Discuss the nature of fair market value and commercial reasonableness in recruitment and overall provider compensation.
- Explore the unique tie between the needs assessment and compensation compliance, with emphasis placed on the development of a compliant recruitment process and detail on the recruitment policy process for an organization.

Physician Burnout: What Can A Recruitment Professional Do?

Aisha DeBerry, MBA, PHR, SHRM-CP, FASPR,

Atlantic Group Director, Physician & Advanced Provider Recruitment, Bon Secours Mercy Health

Herbert A. Schumm, MD, VP, Medical Director, Education, and Physician Engagement, Mercy Health

Physician burnout is on the rise in the United States, and this session will give you tools to take back to your facility to influence what you can do to help alleviate it. You will learn the causes of physician burnout and what you can do to prevent and address it, and leading best practices.

Health Care Policy Update

Elisa Arespacochaga, MBA, Vice President, AHA Physician Alliance, American Hospital Association

Akinluwa (Akin) Demehin, MPH, Director of Policy, American Hospital Association

Health care's only constant is change. Hear a national snapshot of the influences and trends affecting physicians and hospitals and the regulatory and policy environment that is shaping care delivery trends. Apply information on national trends to recruiting challenges.

SCHOLARSHIP PROGRAM



Apply for the Scholarship Program

Deadline to submit your application is January 24.
Recipients will be notified on or before February 14.

AAPPR provides scholarships for attendance at the conference each year. Scholarship covers:

- Registration fees for the main educational conference and one Fellowship Program module
- Hotel lodging for up to four nights (room and tax only)
- Round-trip economy or coach class airfare or rail fare (not to exceed \$800)

Scholarships are funded through corporate sponsors and the association as approved in the annual budget. The number of scholarships available varies based on funding.

To apply for the AAPPR Conference Scholarship Program, an individual must meet the following criteria:

- Be a current member of AAPPR in good standing (excluding AAPPR board members and committee chairs)
- Have not received an AAPPR scholarship in the last 24 months

Apply today at | member.aappr.org/2020_scholarship



TUESDAY **APRIL 7**

SESSION DESCRIPTIONS

BREAKOUTS | 2:30 PM - 3:30 PM

Quality and Value-Based Reimbursement: Provider Employment and Compensation Implications

Leslie Jebson, MHA, MBA, FACHE, FACMPE, Executive Director, Clinical Strategy, Texas A&M

This engaging and interactive session discusses the growing national shift taking place in provider compensation models. These models reflect an emerging trend while remaining compliant from a regulatory perspective. This migration in provider compensation includes measuring value and quality. We will deconstruct the most common quality data metrics and demonstrate how compensation can and will be driven more through this structure.

Staying Relevant: Leveraging Sourcing Tools in Eight Marketing Channels and Digital Media

Melinda O'Bryan, Director of Custom Sourcing, PracticeMatch

Michael York, CEO, PracticeMatch

A guide to keeping your facility relevant when targeting and sourcing physician in eight key marketing channels. Take away a list of actionable ideas that you can implement immediately, without the use of a firm. Proven tips for increasing direct physician applies on your facility website. Multifaceted strategy to use when marketing and geo-targeting physicians before attending specialty-specific shows.

A New Take on Recruiting Psychiatrists: Identifying and Eliminating Barriers and Biases to Change in Recruiting

Aziz Chowdhury, Director, Talent Acquisition, Washington Permanente

Case Study: Recruiting Psychiatrists is a challenge for most organizations. Our business-as-usual approach was not working. Change was required. We were surprised by the small (and large) internal barriers we encountered as we tried to roll out changes. From entrenched recruiting habits to outdated expectations from Operations, we found that even the most straightforward solutions required additional support.

Hire me! I'm an APP, and I'm Applying for Everything!

Karen Rieger, FASPR, Senior APP Recruiter, Indiana University Health

Gretchen Nolte, FASPR, Team Lead, Physician APP Recruitment, Indiana University Health

Hands-on methods that will teach participants to engage senior leadership in the benefits of training and hiring new graduate and experienced APPs. Hiring APPs benefits health systems while reducing turnover and helps alleviate physician burnout. APP training and mentorship programs reduce organization costs year over year. We will share our complete APP candidate vetting and presentation process, from initial contact to accepting an offer.

Leveraging Emotional Intelligence to Up Your Leadership Game

Debra Zabloudil, FACHE, President & Founder of The Learning Studio, Inc. (TLS)

Following her popular breakout session last year, Everything I Need to Know about Leadership I Learned from Rock and Roll, Debra is now coming to your emotional rescue! What is emotional intelligence and why is it so important? In this session, you will find the answer and identify at least four benefits of the effect of mindfulness and emotional intelligence on the workplace.

BREAKOUTS | 2:15 PM - 3:15 PM

How to Support Your Staffing Strategy With Data and Analytics

Adam Rousey, Senior Vice President, Vista Staffing Solutions
Andrea Nelson, COO, Vista Staffing Solutions

What analytics are available and useful to use in determining staffing strategies? Does locums utilization support or hurt your strategy? Learn how to use analytics to further your C Suite relationship and best run your business.

What Matters Most: An Engaged Collaborative Team

Lindsay Hamilton, MBA, FASPR, SHRM-CP, PHR
System Director, Provider Recruitment and Retention, Northern Light Health

In the provider recruitment environment, frequently, the most critical aspect of successful recruitment is not the compensation and benefits packages but HOW you recruit providers and how they see the recruitment team. This presentation provides a case study of how an in-house team increased hires without increased compensation packages by always remembering and engaging leadership for impact.

Physician Practice Acquisition – Successful Approaches and Common Mistakes

Allen Kram, MPA, Director, Physician Development, Hackensack Meridian Health
Meredith Webb, MHA, Vice President, Physician Development, Hackensack Meridian Health

This hands-on session will cover the systematic and thorough ways to evaluate a practice for acquisition and employment. You will learn how to avoid common mistakes which can result in targeted physicians becoming employed by competitor hospitals. We will discuss what to do when acquisition and employment fails and what alternative physician alignment options may result in the ultimate loyalty of referring physicians.

A Three-Stage Approach to Onboarding Locum Tenens Providers

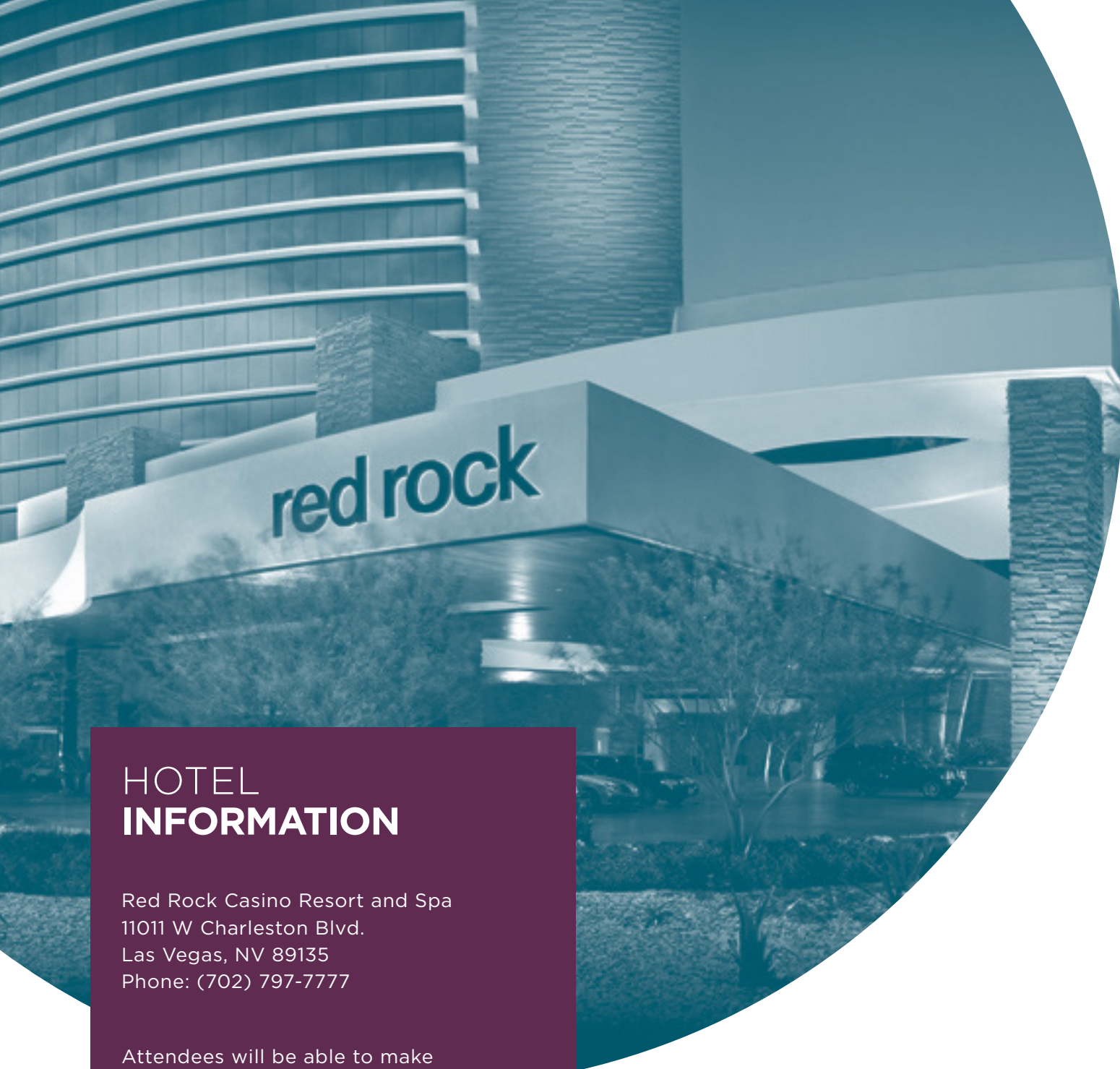
Thomas Lanvers, Vice President, CompHealth

For locum tenens physicians to be effective, they must be able to work as quickly as possible. Having the right onboarding program in place can ensure this happens every time. In this session, you will learn best practices: a three-stage approach that, combined with onboarding best practices, will show you how to make your onboarding process more effective for both you and your locum tenens providers.

Hot Topics! Workshop

Allyson Hollingsworth, FASPR, Provider Recruiter, Provider Solutions + Development
Jana Mastandrea, FASPR, Recruitment Manager, Western Washington, Provider Solutions + Development
Emi Flaherty, Senior Provider Recruiter, Provider Solutions + Development

High energy workshop hitting multiple topics with real-world solutions. Interactive session with group discussions, sharing, and activities. Come with current challenges, and we will work together to find a solution. Topics may include how to show leadership/C-suite the value of what you do, managing expectations, sourcing strategies, and more. With a Recruiter, Senior Recruiter, and a Recruitment Manager on the panel, this workshop will be relevant to all experience levels.



HOTEL INFORMATION

Red Rock Casino Resort and Spa
11011 W Charleston Blvd.
Las Vegas, NV 89135
Phone: (702) 797-7777

Attendees will be able to make reservations by phone or online. Call the Red Rock Casino Resort and Spa at (702) 797-7777 and identify yourself with the AAPPR group.

REGISTER AT | bit.ly/AAPPRhotel

The deadline to book a room for the conference is Friday, March 13.

PRICING

Single/Double	\$215 <i>per night</i>
Triple	\$240 <i>per night</i>
Quad	\$265 <i>per night</i>

A \$20 resort fee and 13% tax per night will be added to the room rate.

THANK YOU STRATEGIC PARTNERS

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EXHIBITORS

(AS OF DECEMBER 4, 2019)

3d Health	Echo Locum Tenens	MPLT Healthcare
A Arnold of Kansas City, LLC	Elevate Healthcare Consultants	NALTO®
AccuCheck Investigations	Elsevier Recruitment Solutions	Navigate Student Loans
Action Moving Services, Inc.	Enterprise Medical Recruiting	Naylor Association Solutions
AHSA	Fusion Healthcare Staffing	NEJM CareerCenter
Alina Telehealth	Fusion Marketing Group	Nomad Health
All Medical Personnel	Global Medical Staffing	Onyx M.D.
All Star Recruiting	Goldfish Medical Staffing	Pacific Companies
Aloysius Butler & Clark	Harger Howe Advertising	PhysicianCareer.com
Alumni Healthcare Staffing	Hayes Locums	PracticeLink
American Academy of Pediatrics	HCP Navigator	PracticeMatch
American College of Physicians	Health eCareers	Profiles Database, Inc
AMN Healthcare	Healthcare Workforce Logistics	Qualivis
AMP Health Inc	Jackson Physician Search	RosmanSearch
Aya Locums	JAMA Network & JAMA Career Center	Siskind Susser PC - Immigration Lawyers
Barton Associates	Katon Direct	Software Solutions Group, Inc.
CHG Healthcare	KontaktIntelligence	Spin Recruitment Advertising
Coker Group	LocumsMart	Stevens Moving & Storage
CompHealth	LocumTenens.com	Thalmus
Consilium Staffing	Locum Tenens Partners	The Delta Companies
CT Assist	Marketware	The Inline Group
Daily Care Solutions	MD Staff Pointe	The Medicus Firm
DirectShifts	MDedge/MedJobNetwork	UrbanBound
DocCafe.com, LLC	Med Consult Staffing, Inc	VISTA Staffing Solutions, Inc.
Doximity Talent Finder	Medical Search	Weatherby Healthcare
DrWanted	Medstaff National Medical Staffing	



REGISTRATION **INFORMATION**



HOTEL ROOM BLOCK | **DETAILS**

Check-in time is 3 PM, and check-out is noon. Room block expires Friday, March 13, 2020.

AAPPR has a room block reserved for AAPPR conference participants. All participants are encouraged to book directly through the Red Rock Casino Resort and Spa and within the established AAPPR block. Third-party companies, such as Exhibition Housing Services, sometimes promise rooms in hotels where they do not actually have rooms or blocks set up. There is the potential to be left without a room and to lose money paid in advance if you book through them.

If you have made a reservation through this company, or have questions or concerns, contact AAPPR's Director of Events, Kristen Taylor at (800) 830-2777 or via email at kristen@aappr.org.

ACCOMMODATIONS

Please direct any requests for reasonable accommodation under the Americans with Disabilities Act of 1990 as soon as possible or no later than March 4, 2020, to Kristen Taylor at (800) 830-2777 or kristen@aappr.org.

CONFERENCE | **ELIGIBILITY REQUIREMENTS**

The 2020 AAPPR Annual Conference is designed for health care professionals who influence the recruitment to retention continuum and are committed to quality health care for their communities. You must meet membership requirements to attend. Visit aaappr.org/join-now for details.

All registrations are reviewed to ensure they meet the AAPPR eligibility policies and are considered pending until approved and conference eligibility has been met. Employees from vendors that have not purchased an exhibit booth are not eligible to attend. AAPPR reserves the right to refuse or cancel all ineligible registrations at any time and shall not be held accountable for any outside fees associated with any cancellation. If you have questions about the conference eligibility criteria, please contact kristen@aappr.org.

CANCELLATIONS | REFUND POLICY

All cancellation requests must be submitted through the online refund request form on or before March 4, 2020. Individuals will receive an 80% refund. No refunds are provided after this date.

Extenuating Circumstances: Requests for refunds after March 4 will be reviewed by AAPPR on an individual basis for situations of medical emergencies to themselves or immediate family. No refunds are given, but, in these instances, a non-transferable 80% credit to next year's conference may be offered. Please explain any extenuating circumstances and upload any supporting documents. Credit requests will be reviewed two to three weeks after the conference, and registrants will be notified by email.

SUBMIT REQUEST FORM AT | member.aappr.org/2020_refund

PHOTOGRAPHY CONSENT

Attendance at or participation in this conference constitutes consent to the use and distribution by AAPPR of the attendee's image or voice for informational, publicity, promotional, and/or reporting purposes in print or electronic communications media. Video recording by participants and other attendees during any portion of the conference is not allowed without prior written permission of AAPPR.

Photographs of copyrighted PowerPoint or other slides are for personal use only and are not to be reproduced or distributed. Do not photograph any such images that are labeled as confidential and/or proprietary.

PROFESSIONAL DEVELOPMENT CREDITS

AAPPR is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP. By attending, you will earn seven educational hours you can use towards your credential renewal.



REGISTRATION INFORMATION



APRIL 4-8, 2020
RED ROCK CASINO RESORT
LAS VEGAS, NEVADA



REGISTRATION | ATTENDEE INFORMATION

Name (as it should appear on a name badge): _____

Credentials: _____

Company/Organization: _____

Position/Title: _____

Address: _____

City/State/Zip/Country: _____

Phone: _____ Email: _____

- ☐ This is my first AAPPR Annual Conference
- ☐ I meet the eligibility requirements (non-members)
- ☐ I have special dietary needs (AAPPR will make reasonable accommodations for those with needs upon request)
- ☐ Vegetarian ☐ Vegan ☐ Gluten Free ☐ Other (please specify) _____

OPTIONAL REGISTRATIONS | INCLUDED IN REGISTRATION PACKAGES

Please indicate if you plan to attend for planning purposes.

SUNDAY AT 5:30 PM — WELCOME RECEPTION

- ☐ Yes, I plan to attend the Welcome Reception. Additional Tickets: _____ x \$45 each = \$_____
- Guest 1 Name: _____ Guest 2 Name: _____

MONDAY AT 5:00 PM — NETWORKING PARTY

- ☐ Yes, I plan to attend the Networking Party. Additional Tickets: _____ x \$125 each = \$_____
- Guest 1 Name: _____ Guest 2 Name: _____

WEDNESDAY AT 7:00 AM — YOGA

- ☐ Yes, I plan to attend the yoga session.

Subtotal \$ _____

OPTIONAL REGISTRATIONS | **NOT INCLUDED IN REGISTRATION PACKAGES**

SATURDAY 9:00AM — CLIFTONSTRENGTHS WORKSHOP

☐ Yes, I plan to attend the CliftonStrengths Workshop. Additional Tickets: _____ x \$30 each = \$_____

WEDNESDAY 9:00AM — MASTER CLASS

☐ Yes, I plan to attend the Master Class. Additional Tickets: _____ x \$50 each = \$_____

CONFERENCE REGISTRATION

ATTENDEE FEES

	Member		Non-member*	
	By Feb 28	After Feb 28	By Feb 28	After Feb 28
Annual Conference Only	<input type="checkbox"/> \$695	<input type="checkbox"/> \$895	<input type="checkbox"/> \$920	<input type="checkbox"/> \$1,120
New Credential Program (includes test)	<input type="checkbox"/> \$865	<input type="checkbox"/> \$1,265	<input type="checkbox"/> \$1,315	<input type="checkbox"/> \$1,715
Annual Conference + New Credential Program (includes test)	<input type="checkbox"/> \$1,445	<input type="checkbox"/> \$1,645	<input type="checkbox"/> \$1,645	<input type="checkbox"/> \$1,845

*NON-MEMBERS MUST MEET CONFERENCE ELIGIBILITY CRITERIA IN ORDER TO ATTEND.

Grand Total \$ _____

PAYMENT | **ALL FIELDS REQUIRED IF PAYING BY CREDIT CARD**

☐ Check (Payable to AAPPR) ☐ Visa ☐ Mastercard ☐ American Express

Cardholder Name _____ Cardholder Phone _____

Card Number _____ Security Code _____ Exp. Date _____

Signature _____

Credit Card Billing Address: ☐ Same as Above _____

Credit Card City/State/Zip _____

(For office use only)

initials		fin.
date		
CK/CC		
amt. paid		
bal. due		

Mail or Fax this form with payment to:

AAPPR Office | 2501 Jolly Road, Suite 110 | Okemos, MI 48864

Questions? Toll-Free (800) 830-2777 | Fax (517) 220-2969

Cancellation Policy: All cancellation requests must be submitted through the Refund Request Online Form on or before March 4, 2020. Individuals will receive an 80% refund. No refunds are provided after this date, however, you may transfer your registration to another individual if you cannot attend.

Please go to www.aappr.org/2020_refund for more information.

Due to PCI compliance, AAPPR will only accept this form via fax or mail. Emails with this completed form attached will not be accepted.

Please note: Your completion of registration indicates your permission to be recorded or photographed.

Please direct any requests for reasonable accommodation under the Americans with Disabilities Act of 1990 (ADA) to Kristen Taylor at 800-830-2777.