

## New Recruiter Brings Excitement to HERO Program



Hi! I'm Jo - the 'new kid in town.' I've been around OHSU for about 10 years managing the Liver Transplant program. I'd been feeling the need to change for some time, however, didn't find the motivation until I saw the Recruitment Coordinator opening with the Office of Rural Health. After talking with Scott and the rest of the staff I felt this was a position I could become passionate about and became very excited about the possibility of working with the people in rural Oregon to bring quality medical professionals into their communities and lives. I am

honored to have been chosen for this position and to be working with such a positive, energetic, innovative group of professionals in the Office of Rural Health and in the rural health facilities.

My favorite thing to do in my free time is to hit the road with my husband. We have visited many areas of Oregon, all beautiful and all with their own charm. I don't think I could pin down a favorite yet.

One thing I have realized while learning my new role is the need for better communication between all parties involved in the recruitment of health care providers. We have lost several candidates to other states because of delays in response to a candidate's interest in rural Oregon. I've inserted a survey into this newsletter so that you can provide me feedback on how we can work better together to bring those providers to your community.

I am excited about coming to your practice sites, meeting you personally and working with you toward our mutual commitment for your community. To arrange a site visit, please feel free to contact me at 503-494-4450, or via email at [johnsjo@ohsu.edu](mailto:johnsjo@ohsu.edu).

## Dear "Aunt Jo"

Your recruitment questions answered



Dear Aunt Jo:

What do you mean when you say you will provide TECHNICAL Assistance?

Signed, A Trekie – Not a Techie

Dear "Trekie,"

Technical assistance can range from providing information on the recruitment and retention of health care providers, to assessing your recruitment and retention methodologies, to providing training on how to recruit and retain, as well as education about HPSAs, loan repayment programs, H1-B visas and J-1 visa waivers. It could also mean working with other people in the community, perhaps training someone outside the practice to help with the recruitment process.

Much of the above is best done during a visit to your site. A site visit provides me with 'real life' information, the community and the practice. This information gives me an enhanced picture of the opportunity for the candidates and further whets their interest in rural Oregon. If you would like to arrange a site visit with me, please feel free to contact me at [johnsjo@ohsu.edu](mailto:johnsjo@ohsu.edu), or by phone at 503-494-4450.

Technical assistance can also include learning about other concerns your practice is facing, and providing a conduit to other Office of Rural Health staff members, or other agencies that may be in a position to lend their expertise to meet your needs.

Technically Yours, Aunt Jo

For recruitment and retention technical assistance, feel free to contact the Office of Rural Health toll-free 866-674-4376, or on-line at [www.ohsu.edu/oregonruralhealth](http://www.ohsu.edu/oregonruralhealth). Please send your questions to Aunt Jo by fax to 503-494-4798.

# Site and Candidates Survey

Please respond to the following HERO quality improvement survey so that I may know how to provide a better service to you. As partners in the recruitment of practitioners, I need your ongoing feedback to help me continually meet your needs. For your convenience, this survey is also available at [www.ohsu.edu/oregonruralhealth/herosurvey04.html](http://www.ohsu.edu/oregonruralhealth/herosurvey04.html). Completed surveys may also be faxed to Jo Johnson at 503-494-4798.

## For Practice Sites:

Site Name: \_\_\_\_\_

Contact Name: \_\_\_\_\_ Site Phone: \_\_\_\_ - \_\_\_\_ - \_\_\_\_\_

Does the initial information you receive on the candidates provide the detail you need to decide whether this is a viable candidate for your practice? Yes No

If not, what other information would you like to see?  
\_\_\_\_\_  
\_\_\_\_\_

Are candidates adequately informed of the practice opportunity when you first contact them? Yes No

What would you like the candidate to know about your practice site?  
\_\_\_\_\_  
\_\_\_\_\_

What would you like the candidate to know about your community?  
\_\_\_\_\_  
\_\_\_\_\_

Are you familiar with the Office of Rural Health HERO website ([www.ohsu.edu/oregonruralhealth/heropg.html](http://www.ohsu.edu/oregonruralhealth/heropg.html))? Yes No

Would you prefer receiving the newsletter in an electronic format? Yes No

Do you find the HERO newsletter informative? Yes No

If not, what kind of information would you like to see included?  
\_\_\_\_\_  
\_\_\_\_\_

Our newsletter is currently oriented to both sites and candidates. Would it be helpful to have a newsletter that is specific to sites? Yes No

Con't on page 3

Survey Con't from page 2

Have you had a site visit from the HERO Recruitment Services Coordinator?      Yes                      No

Would you like a site visit from the new HERO Recruitment Services Coordinator?      Yes                      No

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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**For Candidates:**

To find a good practice opportunity for you I need your ongoing feedback. For your convenience, this survey is also available at [www.ohsu.edu/oregonruralhealth/herosurvey04.html](http://www.ohsu.edu/oregonruralhealth/herosurvey04.html). Completed surveys may also be faxed to Jo Johnson at 503-494-4798.

Candidate Name: \_\_\_\_\_ Phone Number: \_\_\_\_ - \_\_\_\_ - \_\_\_\_\_

Are you provided adequate initial information on rural Oregon practice opportunities?      Yes                      No

What information do you find most helpful in determining your interest in a practice site.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Are you provided adequate initial information on the rural Oregon communities?      Yes                      No

What additional information would you like to see about the community?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Does the newsletter provide helpful information?      Yes                      No

If not, what kind of information would you like to see included?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Our newsletter is currently oriented to both sites and candidates.  
Would it be helpful to have a newsletter that is specific to candidates?      Yes                      No

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**The HERO Program at the  
Oregon Office of Rural Health  
would like to hear from you!**

Call us at:  
503-494-4450 or  
toll free, 866-ORH-HERO

Our full mailing address is:  
OHSU  
Office of Rural Health/L593  
3181 SW Sam Jackson Pk Rd  
Portland OR 97239-3098

Web site:  
[www.ohsu.edu/oregonruralhealth](http://www.ohsu.edu/oregonruralhealth)