

Certification

Fellowship Certification Program

You take your career seriously. Now take it to the next level.





Be the best at what you do

We know the challenges you face on a daily basis as an in-house physician recruitment professional. That's why our educational programs are designed and presented by professionals like you, who know the challenges as well as the rewards of the profession.

We offer the knowledge, tools and resources at your fingertips to be the best at what you do.

ASPR Fellowship Certification lets you stand apart from the crowd because it demonstrates that you have received comprehensive education in all aspects of physician/provider recruitment. You understand the needs of both your healthcare organization and the physicians you are seeking. You know how to match talent with opportunity and do so in the most cost-effective manner.

What is ASPR?

The Association of Staff Physician Recruiters (ASPR) is the leading authority on physician recruitment, onboarding and retention throughout the United States and Canada. We focus on supporting and enhancing the careers of in-house physician recruitment professionals. Our membership is more than 1,500 and growing!

Our members enjoy easy access to high-quality educational programs such as our Fellowship Certification Program, Annual Conference, and webinars. Members also benefit from a multitude of tools and resources

including access to discussion forums, online resource library, leadership development resources, networking opportunities, benchmarking/salary surveys and vendor discounts. We offer all of the support and resources you need to help advance your career in the field of in-house physician recruitment and to be a successful and valuable resource in your organization.



Becoming Certified as a Fellow of ASPR (FASPR)

As a certified Fellow of ASPR (FASPR), you demonstrate to peers, employers and physicians your commitment to continuing education and excellence in the discipline of physician recruitment. Our program is the most comprehensive, authoritative resource for individuals seeking to develop and test their skills and knowledge within a broad spectrum of topics including physician/provider recruitment, onboarding and retention, human resources and relevant legal issues.

Whether you are new to in-house physician recruitment or a seasoned veteran, there's tremendous value in attaining Fellowship certification. We'll provide an in-depth view of recruiting basics such as sourcing, screening and interviewing, as well as delve deeply into more advanced topics such as interpreting

benchmarking metrics and understanding/implementing medical staff development plans. This cost effective and affordable program provides invaluable first hand information taught by experienced experts and provides you with resources, best practices and cutting edge training specific to in-house physician recruitment professionals.

Program details

The ASPR Fellowship Program consists of three Modules and exams. You do not need to take a Module in order to take the associated exam; however it is highly recommended. You also don't need to take the Modules in sequence, though that is helpful to do so as each Module builds upon the previous one. Once you pass all three exams, you will become certified as a Fellow of ASPR.*

****To take the exams, you must be an ASPR member in good standing. If you're not already a member, not a problem. You can join at any time.***



Physician Recruitment 101 Module

This first Module provides a foundation for new physician recruiters and also serves as a refresher for seasoned recruiters. Once you pass the Physician Recruitment 101 exam, you will receive the designation of Associate of the Association of Staff Physician Recruiters (AASPR). The 101 Module topics include:

- Cutting-edge physician sourcing methodologies
- Effective screening techniques
- Creating positive physician interview experiences
- Making immigration work for your recruitment program
- How to develop a recruitment budget

Physician Recruitment 201 Module

This Module builds upon your knowledge base gained in the 101 Module and provides additional education and expertise. Once you pass both the Physician Recruitment 101 and 201 exams, you will receive the designation of Diplomate of the Association of Staff Physician Recruiters (DASPR). The 201 Module topics include:

- Current trends in compensation
- Effective sourcing for advanced practice providers
- Understanding developing components of a relocation policy
- Effective physician onboarding programs
- Practical advice on developing a retention program
- Negotiating

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Physician Recruitment 301 Module

The 301 Module provides higher-level education and builds upon what you learned in the 201 Module. Passing all three exams certifies you as a Fellow of the Association of Staff Physician Recruiters (FASPR). The 301 Module topics include:

- Understanding physician contracts and the physician self-referral law (“Stark”) and federal anti-kickback statute
- Medical staff development plans
- Interpreting benchmarking metrics
- Advanced immigration issues — visas, H-1B caps and exemptions
- Physician benefit plans
- Employment law, regulatory agencies and avoiding potential litigation



The Fellowship Modules are presented at our Annual Conference by proven leaders in our industry. To accommodate your busy schedule, ASPR also offers the Modules via recorded webinar so that you can view them on-demand wherever, whenever. It's easy to take advantage of this convenient, cost-effective series.

Recertification: Because learning never ends

To ensure that FASPRs maintain an appropriate level of education commensurate with the FASPR certification, you'll have the opportunity to recertify every three years. Since the field of

in-house physician recruitment continues to evolve, this process allows you to stay on top of the latest trends and resource information.

ASPR Fellowship Certification is valuable for everyone

“Studying for and taking the fellowship exams was the best thing I’ve done recently for my career. The courses were challenging and stimulating, and reminded me that regardless of how long I’ve been an in-house physician recruitment professional (15 years), there’s always more to learn.”

*Lori Jackson-Norris, FASPR
Dignity Health*

For more information, visit
www.aspr.org/fellowship



ASPR

Association of Staff
Physician Recruiters

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