

***Whatcom Alliance for Healthcare Access  
Physician Recruitment & Retention Program***

Refer for Physician Retention Services

Many physicians leave their current positions within three years. This rate of turnover can be devastating both to the practice, to its patients and to the whole community. A proactive and formalized retention plan is well worth the effort.

WAHA contracts with Western Washington University's Small Business Development Center (SBDC) to provide free practice management consultation to priority medical practices. Consultation will include the following services:

- Information on educational loan repayment programs and options (if appropriate).
- Information and assistance with obtaining Rural Health Clinic Designation (if appropriate).
- Financial and business management assistance.
- Assistance with practice marketing strategies.
- Information on relocation assistance options for new physicians.
- Information with credentialing processes.

Contact information:

Small Business Development Center  
Western Washington University  
College of Business & Economics  
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Director: Tom Dorr

WAHA recommends:

- Contacting SBDC for retention services within the first year of recruiting a new physician.
- Creating and implementing a well-informed retention plan.

Related resources available:

- Copies of recent national physician retention survey data.
- Copies of sample job satisfaction surveys and exit surveys.