



## WHO WE ARE....



- State Based Non-profit Agencies
- from all 50 States plus the
- Northern Mariana Islands
- and the Cherokee Nation



*We are supported by our members and  
The Office of Rural Health Policy, HRSA, DHHS*

## WHAT DO WE DO?



- ❑ Serve as a clearinghouse for over 5,000 communities across the country
- ❑ Enable health care professionals to connect with communities
- ❑ Increase access to care for rural areas and urban underserved populations
- ❑ Recruit for retention



*Rural Primary Care Physician with his daughter.  
Olympic Peninsula, Washington State.*

## HOW DO WE DO WHAT WE DO...



- ❑ 3R Net provides an international presence where communities list their job postings
- ❑ Candidates visit the 3R Net website to learn about opportunities in rural areas and with urban underserved populations
- ❑ Candidates enter personal profiles. As of 11/1/11
  - 39,920 active candidates in database
  - 20,777 were physicians
- ❑ 3R Net members help candidates to connect with the open positions in their State or Territory or Nation

## WHO DO WE RECRUIT FOR?



### DEPENDS

### EACH STATE IS DIFFERENT

Each State chooses who to recruit for including:

- Integrated delivery systems
- Correctional facilities
- State institutions
- Specialty Physicians
- Physical or Occupational Therapists
- Other types of professions and facilities

## WHAT CANDIDATES DO WE RECRUIT?



- We focus on Primary Care Providers (Family and Internal Medicine, Pediatrics, Ob-gyn) :
  - Physicians, Physician Assistants, and Nurse Practitioners
  - General Dentists and Hygienists
- 3R Net members also recruit for:
  - Pharmacists
  - Registered Nurses
  - Other Physicians, e.g. General Surgeons
  - Mental Health Professionals & Social Workers
  - Other Professionals – long list



*CHC physician recruiting a resident at AAFP*

**BUT MOSTLY WE RECRUIT FOR:**



**CRITICAL ACCESS HOSPITALS  
AND  
RURAL HOSPITALS**



*Skyline Hospital  
White Salmon, Washington  
Near the "Bridge of the Gods"*

**RURAL HEALTH CLINICS**



RHC  
Mattawa



Physician  
Assistant's  
Office

*Rural Health Clinic in Mattawa, Washington.  
Serves the Community. Large Migrant and  
Seasonal Agricultural Employee Population.*



Family Nurse Practitioner in an Oregon Rural Health Clinic enjoys Rural practice and shares her thoughts

## PATRICIA WIDENOJA, FNP ENJOYS RURAL BECAUSE...

**3RNet**

Matching healthcare professionals  
with communities across the nation

- ❑ Slower pace allows one to get to know the patient and their families...you know why someone isn't going to have surgery or isn't going to drive into town to see a specialist.
- ❑ More extensive levels of care...get to see rare diseases and then have to figure out how to deal with them.
- ❑ Just as challenging as urban practice with fewer resources ...opportunity to be creative.
- ❑ Great place to raise a family, enjoy rural living and with the internet – stay connected to the larger world.
- ❑ Economic opportunities for those who look.

# COMMUNITY AND MIGRANT HEALTH CENTERS

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*Matching healthcare professionals  
with communities across the nation*



North East  
Washington Health Programs  
Chewelah, Washington



Yakima Valley  
Farm Workers  
Clinic,  
Toppenish



# TRIBAL HEALTH CLINICS URBAN INDIAN HEALTH PROGRAMS INDIAN HEALTH SERVICE

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with communities across the nation*

*Shoalwater Tribe Health Center  
Tokeland*



*Off shore near Neah Bay . Home  
to the Makah Nation*



*Colville Confederated Tribes  
Nespelem*



## RURAL PRIVATE PRACTICES

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with communities across the nation*



Staff & Physician owners  
of a Rural Practice  
Olympic Peninsula,  
Washington



Daughter of two rural Physicians.  
Olympic Peninsula, Washington

## OUR SUCCESS BY THE NUMBERS

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with communities across the nation*

- ❑ 601 physicians placed by members in 2010
- ❑ Assume a for-profit recruitment fee of \$30,000/ placement
- ❑ For 2010 estimate a **collective savings of \$18,030,000** to community facilities
- ❑ 3R Net helps communities save dollars so sites can use the money to improve patient access, rather than pay huge recruitment fees

## SUCCESS IS MORE THAN MONEY

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“It's a bit stressful at times, being the only provider on site, but the patient load is not heavy...I have time to be thorough and figure things out...I'm able to place a large emphasis on the QUALITY of each patient's care, rather than on the QUANTITY of patients seen in each day, a rare privilege in medicine these days.”

FM Physician, daughter,  
with neighbor's horse  
in Rural Western WA



## SUCCESS IS FEELING FULFILLED

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“As a female I see women who have not come in because there wasn't a female provider. In my 1<sup>st</sup> year of practice I diagnosed many women's health issues.”



Nurse Practitioner 2004  
National Health Service Corps, Scholar  
Forks, WA.

## SUCCESS IS FREEDOM

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“To be the Doctor I want to be....”

Jo Johnson the Oregon  
3R Net member will share  
her recent visit with an  
Amazing Family Medicine  
Physician in rural Oregon...

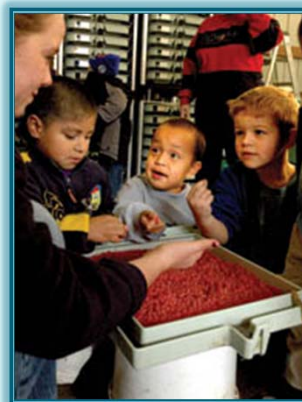


## SUCCESS IS CARING

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“Except when I visit my Mom at  
Christmas, I don't think I've ever  
felt so appreciated! It's a very  
small community so I'm  
constantly running into patients  
outside of the clinic. So far, it's  
been more of a pleasure than a  
problem, especially with the kids.”



Quileute Tribe  
La Push, Washington

## SUCCESS IS SHARING

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“The patients and my coworkers have made me feel very welcomed here.

They have "gifted" me with scrumptious smoked and fresh seafood (salmon/halibut/crab/clams/smelt).

During the "Elders Week" festivities, I got to see traditional singing and dancing and make my own drum out of deer hide and yellow cedar.”

## SUCCESS IS EXPERIENCING

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with communities across the nation

*Thoughts from a provider with > 25 years  
of experience in rural communities*



“ You are face to face on a personal level w/ every patient & family and extended family. It is never just about

a 15 minute interaction. It is about how interconnected and interdependent we all are.”

## SUCCESS IS CONNECTING

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Mari Hunter,  
ARNP, PhD  
Shares her  
thoughts on  
*LIVING Rural*

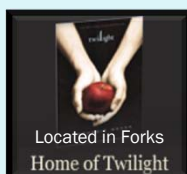
Practicing in a Critical Access Hospital  
and Rural Health Clinic in Republic, Washington

## SUCCESS IS LIVING RURAL

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“Have you ever tried to describe why  
you love your favorite food or a  
particular book or movie?



You can feel it, taste it, smell it,  
remember the strength of the emotion

yet sending those feelings clearly to another  
person eludes you. Rural health care is often similar  
to this: a complicated strong emotion hard to  
describe in a succinct paragraph

## SUCCESS IS LIVING RURAL

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“You live *with* your patients: you use the *same* electric company, shop at the *same* grocery, attend the *same* school sports. This is humbling, making you more centered on the needs of your patient and your community. You understand their dilemmas on a personal level. “



## SUCCESS IS BEING RURAL

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with communities across the nation

“Rural healthcare is founded on being part of a bigger whole that surrounds you everywhere you go. It’s presence in your life, no matter how respectful, may not be for everyone. Though once you are hooked you may never be able to leave!!”



Her Dad is a RHC physician in Central WA  
...he is now delivering other healthy  
beautiful babies!

## IT IS ALL ABOUT INCREASING ACCESS TO CARE



This slide show was done by Natalie González, Recruitment Specialist for the Washington State Department of Health, Community Health Systems/Rural Health.

I wanted to share what I hear from practitioners who love living rural. You may contact me through [www.3rnet.org](http://www.3rnet.org) by choosing “locations” and then choose Washington State. Or directly email me: [natalie.gonzalez@doh.wa.gov](mailto:natalie.gonzalez@doh.wa.gov)

I am also a National Health Service Corps Ambassador

## GUEST APPEARANCE BY:



Jo Johnson. Jo helps rural communities to recruit primary care practitioners through the Oregon Office of Rural Health

Jo can be reached at [www.3rnet.org](http://www.3rnet.org) by choosing “locations” and then choose Oregon, or you can directly email Jo at: [johnsjo@ohsu.edu](mailto:johnsjo@ohsu.edu)

Jo is also a National Health Service Corps Ambassador