

# Recruiting a Medical Director for a SRFC

A survey of 45 physicians who volunteered at EHHOP showed that the top reasons that physicians volunteered at the free clinic included the following:

1. Working with and teaching students
2. Serving a vulnerable population
3. Ease of precepting in a well-managed clinic<sup>1</sup>

## Incentives for a potential medical director

### A well-functioning clinic

Ensure the operations team is capable of running the student-run free clinic (SRFC) smoothly, both during and outside of clinic days.

### Passionate students

Recruit talented and motivated students to work at the SRFC in order to attract physicians.

### Academic appointment

Ask the administration whether they would consider offering the medical director a secondary appointment in the Department of Medical Education. The director would be doing a significant amount of educational and teaching work.

- The administration could allot protected time for the director to work on clinic-related activities
- If there are mandatory departmental **service requirements** for physicians, ask the administration if this work can fulfill them

### Faculty awards

The SRFC can give out awards to recognize the work of faculty, physician volunteers, and the medical director.

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<sup>1</sup> RUBENSTEIN, William et al. What Drives Faculty to Volunteer at a Student-Run Clinic for the Underserved?. **Journal of Student-Run Clinics**, [S.I.], v. 2, n. 1, jan. 2016. ISSN 2474-9354. Available at: <<http://journalsrc.org/index.php/jsrc/article/view/9>>. Date accessed: 02 May 2018.

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## Who to contact

- Medical school faculty with a dedicated track record of caring for the ***underserved***
  - Faculty with community-based projects
  - Faculty with interests in public health, community service, or working with the population that your clinic will serve
- Faculty with a ***demonstrated commitment*** of going above and beyond ***for their students***
  - Faculty advisors
  - Clinical skills course preceptors
  - Research track advisors
  - Faculty involved with student groups and student initiatives
- Reach out to physicians who have already committed to volunteer at the SRFC to ask them to ***recommend candidates***
- Reach out to ***Deans*** for more candidates
- If anyone says no to the position, ask them to ***recommend alternative candidates***, and ask them ***why*** they said no
  - You may not be able to change the time-intensive nature of the position, but there may be some issues you can address

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## When speaking with potential candidates

Note: Set up in-person meetings with candidates, try not to only communicate through emails or phone calls

- ✿ Bring a detailed list of responsibilities that the medical director will have (potentially on a one-page handout)
  - ▶ Explicitly define the roles for the director and their responsibilities
  - ▶ Make it as easy as possible — give a clear explanation of liability, patient flow, clinic services, incentives, etc.

### Points to emphasize:

- i. The care at the SRFC will be high quality.
  - Demonstrate that each aspect of clinic operations and patient care have been thought through
  - Describe ancillary resources the clinic will provide
  - Highlight any community partnerships
- ii. The students involved in the clinic are very motivated.
  - Students will put in the necessary work, as this is a student-led effort
- iii. The clinic needs a medical director. The students will do their part, but it will not be able to function properly (and the patients will not be able to get adequate care) without this role being filled.
- iv. This is an opportunity to get involved with a project from the ground up and build something that will create lasting change in the community, that will grow and expand over time. Not all physicians get this kind of opportunity.
- v. This is a unique way to provide mentorship to many students and work with them closely.