



# OAR

ONBOARDING AND RETENTION  
Shared Interest Group of AAPPR

# WELCOME TO OAR!

OAR is the acronym for Onboarding and Retention, a non-profit organization who is an official Shared Interest Group of the Association for Advancing Physician and Provider Recruitment (AAPPR). OAR's membership consists of provider onboarding and retention experts across the nation who actively create new orientation strategies in order to keep physician and providers feeling valued. OAR members are committed to becoming industry leaders in provider onboarding and retention through the use of national benchmarks and trends.

## What is Onboarding?

Physician onboarding is the comprehensive system by which newly hired physicians are fully integrated into both the organization's community and the community at large. Onboarding provides a streamlined pre-employment process that organizes paperwork, data and education in a customer service driven program. A good on-boarding plan will help to create a warm, welcoming and inviting start within our organization.

Effective provider onboarding is not just about administrative efficiency; it's about creating a welcoming and supportive environment that fosters professional growth and high-quality patient care. A structured onboarding process that addresses the needs and expectations of new providers can significantly impact their effectiveness and satisfaction, thereby benefiting the entire organization.

## Benefits of Effective Provider Onboarding

### ✓ Improved Provider Retention

Streamlined onboarding processes enhance job satisfaction, which is directly linked to higher retention rates. A positive initial experience sets the tone for long-term engagement and commitment.

### ✓ Faster Time to Productivity

Efficient onboarding reduces the time it takes for new providers to become fully operational, thereby accelerating their contribution to patient care and organizational goals.

### ✓ Enhanced Job Satisfaction and Engagement

A comprehensive onboarding program, including clear communication, timely credentialing, and thorough training, significantly boosts job satisfaction. Satisfied providers are more engaged and committed to their roles and the organization.

### ✓ Consistent Patient Care Quality

Well-onboarded providers are better prepared to deliver high-quality care consistently. Comprehensive training and clear understanding of organizational protocols ensure that new clinicians integrate smoothly into the healthcare team.

### ✓ Reduced Administrative Burdens

Organized onboarding processes minimize paperwork and administrative tasks for new hires, allowing them to focus more on patient care rather than navigating bureaucratic procedures.

### ✓ Building a Supportive Community

Introducing new providers to their colleagues and integrating them into the organizational culture through structured social interactions helps in building a supportive work environment.

### ✓ Legal and Compliance Assurance

Effective onboarding ensures that all regulatory, compliance, and credentialing processes are correctly handled, reducing the risk of legal issues and ensuring compliance with healthcare regulations.

## Contact Information



**OAR CHAIR**  
**Amanda Cato**  
Meet Amanda



**VICE CHAIR**  
**Rachel Jones**  
Meet Rachel



**SECRETARY**  
**Rachael Nieves**  
Meet Rachael

**Interested in volunteering at OAR?**

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