

Tim Skinner, M.S.Ed.  
Executive Director  
National Rural Recruitment and Retention Network

Tim is a native of Tucson, AZ who now lives in Wisconsin on purpose. He has enjoyed living in very different areas of the country – Tucson, West Texas, the hill country of central Texas, New Mexico and several cities and villages in Wisconsin. Because he's lived in different areas, he appreciates the diversity of regions and cultures that we have in this country.

Tim became the Executive Director of the National Rural Recruitment and Retention Network (3R Net) in June 2005. Prior to joining the 3R Net, he was involved in medical staff development and physician recruitment and retention for 20 years. Before moving into physician recruitment, he was a school psychologist and a counselor working with adolescents and families in rural Wisconsin, Minnesota and Iowa. The experiences in education and health care were invaluable in medical staff development and recruitment. He still remembers what carrying a pager is all about.

His experience with rural recruitment and retention is in communities of 800 to 8,000 people in the tropical Tri-State area of Wisconsin, Minnesota and Iowa. Community involvement is essential to successful recruitment and retention of medical staff in rural areas, and Tim's experience echoes that. Also, he worked with tertiary care facilities in a metro area of 120,000 so appreciates the relationship between smaller health care facilities and larger facilities. He thinks many health care facilities drop the retention part of recruitment and retention so practiced saying the word "recruitment" until he could actually pronounce it.

He is past President of the Association of Staff Physician Recruiters (ASPR) and remains involved in ASPR, NRHA and other organizations. Tim has presented across the country on topics related to medical staff development and physician recruitment and retention.

Tim lives and works in La Crosse, Wisconsin on the beautiful upper Mississippi River – where they can eat the fish and swim in the river.