



# CHLM Employer of Excellence (EOE) New Awardee Application

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Thank you for your interest in applying to be a 2020-2021 CHLM Employer of Excellence.

The application process is simple, requiring three steps:

1. Provide employer contact details and brief demographic information.
2. Address the [key drivers of PA Retention and engagement](#) questions.
3. Submit two letters of recommendation from a PA who has been employed at your organization for a minimum of two years and a senior or C-level leader in your organization who champions PA development.

**NOTE:** All materials must be submitted by the application deadline of February 7, 2020 at 11:59 p.m. EST to be considered.

“\*” = Required Fields

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## I. Demographic Information

**First Name\***

**Last Name\***

**Title\***

**Organization Name\***

**Email Address\***

## II. Tell us about your organization.

**Organization Website URL\***

**Number of Licensed Beds\***

**Estimated number of full-time employees (FTEs) at your organization who are:**

**PAs\***

**NPs\***

**Physicians\***

**Type of Organization (Please choose one) \***

- Academic Medical Center
- Certified Federal Health Clinic
- College or University
- Community Health Clinic
- Convenient Care (including retail clinics)
- Federally Qualified Health Center
- Government
- HMO
- Hospice
- Hospital
- Medical Staffing Agency
- Other Healthcare-Related Corporation
- Physician Practice: Multispecialty Group
- Physician Practice: Single Specialty Group
- Physician Practice: Solo Practice

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Are PAs in your organization members of any medical staff committees? \*

- Yes
- No
- I don't know

If yes, on which committees are PAs voting members? Select all that apply. \*

- Clinical Operations
- Compliance
- Credentialing/Peer Review
- Credentialing Committee of the Medical Staff
- Education
- Ethics
- EMR Implementation
- Executive Committee of the Medical Staff
- Formulary/Pharmaceutical Selection
- Impaired Practitioner
- Joint Commission Readiness
- Leadership
- Medical Executive
- Medical Practice
- Peer Review
- Pharmacy & Therapeutics
- Quality Assurance/Improvement
- Quality & Safety
- Surgery
- Utilization Review

SAMPLE

If yes, on which committees are PAs non-voting members? Select all that apply. \*

- Clinical Operations
- Compliance
- Credentialing/Peer Review
- Credentialing Committee of the Medical Staff
- Education
- Ethics
- EMR Implementation
- Executive Committee of the Medical Staff
- Formulary/Pharmaceutical Selection
- Impaired Practitioner
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- Peer Review
- Pharmacy & Therapeutics
- Quality Assurance/Improvement
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Does your organization have an Executive/Director-level position of PAs or APPs?

- Yes
- No
- I don't know

Please explain or attach in the email a visual of the PA/APP reporting structure at your hospital or institution.

Does your organization have a promotion or career advancement program for PAs?

- Yes
- No
- I don't know

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If yes, please explain.\*

What are the opportunities for PA recognition at your organization? Check all that apply. \*

- PA Week Celebration
- PA achievement awards and acknowledgements
- Social media spotlights/presence
- Bonuses
- Promotions and other advancement opportunities
- Other (please explain) \*

### III. Key Drivers

CHLM partnered with HealthStream to better understand what PAs value in their place of employment and identified **five key drivers of PA retention and engagement** as the criteria for this award.

CHLM asks that applicants address in the space below how their organization has instituted programs, procedures, or policies that have encouraged the advancement of **one or more of the key drivers**.

**NOTE:** There is a 1,000-character limitation (including spaces) per question. You may attach supporting documents in the email.

- 1. A positive and supportive PA work environment \*** (Examples [here](#))

- 2. Effective conflict management\*** (Examples [here](#))

# SAMPLE

- 3. PA opportunities to provide meaningful input that leads to positive organizational change\***  
(Examples [here](#))

- 4. Communication that keeps PAs informed of organizational activity and decisions\***  
(Examples [here](#))

**5. Leadership efforts to involve PAs in improving the quality of patient care\*** (Examples [here](#))

**IV. Supporting Documentation**

Up to three supporting documents may be attached to this email as a means of providing additional details for your New Awardee Application.

**V. Letters of Recommendation\***

Please attach to this email TWO letters of recommendation – ONE from each of the following:

- PA who has been employed at your organization for a minimum of two years AND
- Senior or C-level leader in your organization who champions PA development

Letters should address the organization’s success in developing and implementing programs and protocols that contribute to **one of more of the key drivers** of PA retention and engagement. Each letter should be no more than two pages in length.

SAMPLE

**NOTE:** Your application will not be considered complete until both letters have been provided.

**Letter of Recommendation #1**

**Name\***

**Title\***

**Email\***

**Years employed with organization\***

**Letter of Recommendation #2**

**Name\***

**Title\***

**Email\***

**Years employed with organization\***

#### **IV. Submission Agreement**

- By submitting your application, you agree to AAPA's [privacy policy](#) and [terms of use](#). \*
- I understand that all entries and materials for the CHLM Employer of Excellence Awards **become the property of CHLM** and cannot be returned to the applicant; awardees' "best practices" and other EOE materials may be showcased in AAPA or CHLM activities; and recipients may be expected to participate in outreach and sharing of organizational improvements efforts and knowledge. In addition, descriptions of the honored organizations will be published and CHLM may use information for all applications in articles aimed at increasing awareness of organizational commitments to being Employers of Excellence. I also understand if our organization is a recipient of the 2020-2021 EOE Award, that at least one senior leader and a PA representative are strongly encourages to attend the **AAPA Conference 2020 in Nashville, TN, May 16-20, 2020** to accept the award, and that as the applicant, I am the primary application contact for administrative purposes and not necessarily the actual awardee recipient at this conference. Employer contacts may be asked to provide additional information during the application cycle. \*

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