Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, April 1, 2014 in the Ground Floor Conference Room.

Members present:
- Mr. Harvey Jackson, Chairperson
- Mr. Mike Dugan, Board Member
- Dr. Billie Wilkerson, Chief of Staff
- Ms. Karissa Viergets, Physician Recruiter
- Ms. Mary Barks, Mgr. Patient & Guest Services
- Mr. Adrian Roberg
- Mr. Andy Fitzgerald, Interim CEO

Members absent:
- Mr. George Dunlap, Board Member

Also present:
- Dr. Lowell Amiotte
- Dr. Bret Birrer
- Dr. James LaManna
- Dr. Robert Neuwirth

Mr. Jackson called the meeting to order at 12:16 p.m. Minutes of the March 4, 2014 Physician Retention and Recruitment Committee meeting were reviewed and approved.

RECRUITMENT
Recruitment Update
Ms. Viergets reported on the following current recruitment efforts:

Dermatology
- The Recruitment office is coordinating dates for phone interviews with a 2016 Texas Tech Resident who is looking for opportunities out west and a 2017 WWAMI Resident.

Endocrinology
- The Recruitment office is working to determine if a Pediatric Endocrinologist in Douglas would be interested in providing services in Campbell County for one or two days per month.

Emergency Medicine
- A Wyoming Physician who was referred by Dr. Birrer participated in a phone interview last month, and plans are underway to have this Physician provide Locums coverage in June.
- A phone interview is scheduled for today with an MD who is originally from Wyoming. This provider is currently in Minnesota.
- Phone interviews are being scheduled for two WWAMI Residents (2014 & 2015).

Family Medicine
- A Wisconsin candidate who visited in February/March had expressed interest in either starting up a practice or hospital employment. This candidate has not responded to correspondence from the Recruitment office.
- A candidate from Missouri is exploring the option of practicing outpatient Family Medicine. A phone interview is being scheduled.
Hospitalist Medicine (Inpatient)
• Dr. Mechelle Lewis, IM/Peds, has been granted privileges. She will be introduced at the April Board meeting.
• A Physician who has worked several Locums shifts is interested in covering 10 shifts per month.

Orthopedic Surgery
• CCMH is among the top three choices for a Spine Surgeon who has provided some Locums coverage. This candidate is currently completing a commitment to the US Navy, and will be available in June 2015.

Physiatry
• Recruitment efforts will begin soon.

Physician Extenders
• Three CVs have been presented to the Executive Directors of the School-based program. An onsite visit is scheduled for April 26-28 for one of these candidates. The others are not being considered.
• A Skype interview is being scheduled for a candidate that is currently in Guam.

Psychiatry
• The Recruitment office is working to connect with an MD from Missouri.

Demand Tool Update
It was noted that ED has been updated to 1. Mr. Fitzgerald reported there is a potential for another opening in ED by 2015.

As Dr. Osorio is sitting for her Boards in Child/Adolescent Psychiatry, Dr. Wilkerson asked about recruitment efforts. Ms. Viergets explained that her office is still recruiting for Child/Adolescent, however, if a viable candidate for General Psychiatry is identified, Dr. Osorio will do Child/Adolescent.

Dr. LaManna noted that he sees a gap in funneling patients through the Walk in Clinic and ED. Patients receive an initial workup, but they do not have a primary practice to go to for follow-up care. Dr. Birrer agreed, noting that the majority of patients presenting to the ED list the Walk in Clinic as their Primary Care provider. Dr. Wilkerson and Administration assured Dr. LaManna that this Committee has indeed shifted its’ focus to Primary Care, and explained that it is a tough recruit, as many students are currently going into Specialties or Hospitalist work. Dr. Neuwirth stated that there is room for improvement in how the clinics are operating, and he is working to correct current issues which slow down our providers. It was noted that some candidates have recently been identified.

Ms. Viergets noted an article on CCMH in Practice Link’s 2014 Annual Job Search. Gillette was chosen for the article as “1 out of 4 hidden gems”. Dr. Mansell and Karen Clarke were interviewed for the article, which will be placed in the Doctor’s Lounge. This publication is distributed to approximately 90,000 Physicians.
RECOGNITION and RETENTION
Ms. Barks reported on the following Recognition and Retention efforts:

Retention
• The Provider of the Month for March, Dr. Mark Kellam, was announced at the Board meeting. Dr. Naramore has been chosen for April.
• The March Medical Staff Newsletter has been distributed.
• Dr. Shah and Dr. Stamato were welcomed at the March Board Meeting.
• Dr. Mechelle Lewis, as mentioned earlier, will be welcomed at the April Board meeting.
• Updated Stark Laws regarding gifts and amounts allowed were recently researched.

Recognition
• An ad recognizing Doctor’s Day ran in the Gillette News Record March 30th.
• A fresh omelet bar was offered this morning in the Doctor’s Lounge.
• Personalized Thank You cards were sent to all Physicians from CCMH’s CEO.
• At tomorrow evening’s Medical Staff Recognition Dinner, seven members of the Medical Staff will be recognized for their years of service.

An update was provided on the Employed Physician Leadership Council. They discussed CBO Coding and Billing at this morning’s meeting. They also discussed staffing and a number of other operational issues. The Council will attend a Retreat on April 23rd to discuss long term issues and solutions.

Dr. Amiotte mentioned that one of the Surgeons is moving his surgeries to PRSC due to inefficiencies in our OR, such as slow room turnover. He asked Administration to look into this, and noted it as an opportunity to consider in searching for a new OR Manager.

Adjournment
Meeting adjourned, 1:04 p.m.
Deb Wade, Recorder