

## Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, January 6, 2015, in the Ground Floor Conference Room.

### Members present:

Mr. Harvey Jackson, Chairman  
Mr. George Dunlap, Board Member  
Mr. Mike Dugan, Board Member  
Dr. Lowell Amiotte, Chief of Staff  
Mr. Andy Fitzgerald, CEO  
Ms. Karissa Viergets, Physician Recruiter  
Ms. Mary Barks, Mgr. Patient & Guest Services

### Also present:

Dr. Bret Birrer  
Dr. Judy Boyle  
Dr. Keith Mills  
Dr. Jim Price  
Dr. Nicholas Stamato  
Dr. Billie Wilkerson  
Ms. Karen Clarke, Marketing  
Bill Stangl, Vice President of Physician Services  
Mr. Paul Christiansen, Gillette News Record  
Mr. Tom Linden

Mr. Jackson called the meeting to order at 12:15 p.m. The Minutes of the December 2, 2014 Physician Retention and Recruitment Committee meeting were reviewed and approved. No changes were made to the agenda.

## **RECRUITMENT**

### **Withdrawal of the Request for a Part Time OB/GYN**

Mr. Fitzgerald stated that Dr. Angela Biggs is withdrawing her request for a part time OB/GYN pending the full physician needs analysis which will be conducted in March. The Board was informed of her decision at their last meeting. Mr. Dunlap stated that Dr. Linden is not seeing as many patients because the person working with her is not able to see as many patients. Mr. Fitzgerald stated that the person working with Dr. Linden is very experienced; and their patient volume may increase after they have worked together longer. Strategy House will be here in March to conduct a complete needs analysis. They will meet with the medical staff to discuss their needs. The number of hours that Drs. Linden and Biggs work will be included in the needs analysis.

### **Recruitment Update**

Ms. Viergets provided the recruitment update:

- Anesthesiologist - a site visit will be scheduled in February.
- Endocrinologist – a site visit is scheduled for the 23 – 25 of this month.
- Emergency Medicine – continuing to follow-up with the candidate that was here in December for a site visit; to date there has been no response.

- Emergency Medicine – Four candidates have been scheduled for site visits in February and March. Drs. Hayden and/or Lawson have spoken with four additional candidates and they will be scheduled for site visits too. One of the candidates was here today.
- Family Medicine - Dr. Travis Roberts started at Frontier Family Medicine. He has completed his residency and is Board eligible. Family Medicine candidate who completed residency in December is willing to start with CCH in February pending his credentialing. Dr. Helen Iams is boarded in both family and sports medicine; she will be starting with CCH.
- Hospital Medicine – we have three candidates for review.
- Walk In Clinic - Lynn Perlenfein, PA-C submitted her letter of resignation. Per her contract, she has given her 90 days' notice. We will be looking for a replacement for her position.
- Pulmonary - looking for a PA or NP
- Orthopedic Spine – candidate, who is currently in the military, will be here for a site visit in March. Another candidate, who is also in the military, accepted a position in Spokane, Washington, has offered to provide locums coverage for us.
- Psychiatry – a resident from University of Washington will be here this month for a site visit.
- WWAMI Dinner – Dr. Amiotte and Ms. Viergets will be hosting a dinner for the WWAMI students in Seattle on January 16.

### **Demand Tool Update**

Ms. Viergets stated that Strategy House will be here in March to meet with the medical staff. In previous years, Strategy House met with the medical staff at the hospital. Drs. Amiotte and Wilkerson recommend that appointments be made in advance with the physicians; and Strategy House should go to the physicians' offices for the meetings. Dr. Birrer said it would be good to have them look at when a patient is referred to a primary care physician by the ER and Walk In Clinic if the patient is able to get an appointment. Ms. Barks responded that she believes this question is included in the ER patient call backs. She will confirm this with Monte Haddix, ER Manager. Mr. Fitzgerald stated that within the last two months, Drs. Noonan and Ryan began providing family practice to the community; and Dr. Iams will be providing primary care soon. We do not have the dates in March that Strategy House will be here yet. The findings will be presented in April.

### **Introduction of Vice President of Physician Services**

Mr. Jackson introduced Bill Stangle, Vice President of Physician Services. Mr. Stangle began working here on December 8. He is closely associated with Medical Management and has 30 years of experience in health care.

Dr. Birrer commended the recruitment efforts for emergency care physicians.

### **RECOGNITION and RETENTION**

Ms. Barks reported on the following Recognition and Retention efforts:

- The Medical Staff Survey is complete. 45% of the medical staff participated. We have the results and she will be meeting with Mr. Fitzgerald and Dr. Amiotte to review the results in the next few weeks. The information will be shared with Medical Executive committee, medical staff and the Board.

- Provider of the Month – Dr. Blanca Osorio and Dr. Michael Stolpe will both be recognized at the January Board meeting. Dr. Osario was unable to attend the December meeting due to a death in her family. In addition, we will be welcoming Drs. Roberts and Iams.

**OTHER**

Dr. Boyles stated that two nurses, each with over 30 years of service, have retired recently. She asked if more could be done to recognize them for the service they provided to the community. Mr. Fitzgerald will follow up with Deb Tonn, Vice President of Patient Services.

**Adjournment**

Meeting adjourned, 12:36 p.m.

Marilyn Grant, Recorder