

Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, February 3, 2015, in the Ground Floor Conference Room.

Members present:

Mr. Harvey Jackson, Chairman
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

Excused:

Mr. George Dunlap, Board Member

Also present:

Dr. Rodney Biggs
Dr. Kelly McMillin
Dr. Bernadette Meade
Dr. Keith Mills
Mr. Bill Stangl, Vice President of Physician Services
Mr. Paul Christiansen, Gillette News Record
Ms. Karen Clarke, Marketing

Mr. Jackson called the meeting to order at 12:15 p.m.

Approval of Agenda

Mr. Jackson added Recruitment for Long Term Care to the agenda. Mr. Dugan moved, seconded by Mr. Jackson to approve the agenda as amended. Motion carried.

Approval of Minutes

Mr. Dugan moved, seconded by Mr. Jackson, to approve the minutes of the January 6, 2015 Physician Retention and Recruitment Committee meeting. Motion carried.

RECRUITMENT

A. Sign on Bonus for Anesthesia and Radiology

Mr. Fitzgerald stated that the Board approved the home loan sign on bonus as recruitment incentive for the practices of Anesthesia and Radiology. We have not traditionally provided these bonuses; the Board felt that they are important to facilitate recruitment for these practices. Recruitment is underway for both.

B. Physician Supply and Demand Analysis

Ms. Viergets stated that Strategy House sent an email that included a 10 minute web based survey to the medical staff on February 3. The survey will be open for two weeks. Strategy House will be on site to meet with physicians March 3 through 5. The physicians may decide if they would like to meet in their office or at the hospital. Please contact Ms. Viergets to schedule an interview. Dr. Biggs asked if they will be conducting independent research in addition to interviewing the physicians. Ms. Viergets responded

that it will be a complete survey that will include contacting patients. Strategy House will present the survey findings at the April 7 Physician Recruitment and Retention meeting.

Recruitment Update

Ms. Viergets provided the recruitment update:

- Anesthesia – Dr. Amiotte has been talking with a candidate that was here for a site visit a few months ago. A follow up call has been scheduled next week to schedule a site visit in March for the candidate and his family.
- Endocrinology – Ms. Viergets has received positive feedback regarding the candidate that was here for a site visit last week. The candidate is currently in practice in Rapid City, and 30% of his practice has been Gillette and Casper patients. He will practice exclusively in Gillette two or three days per week. He believes some of his patients from Rapid City will come to Gillette. We can have a discussion with him regarding giving priority to Campbell County patients. Due to a family commitment, this candidate is only interested in a part time practice at this time. He may consider full time in the future. Mr. Stangle stated that we may need a midlevel to assist with the diabetes program. Mr. Fitzgerald stated that the candidate has indicated that the midlevel he is working with now is interested in coming to Gillette. Mr. Jackson asked if we could support a full time endocrinologist. Mr. Fitzgerald responded that the previous demand tool indicated .6 or part time need. It will be worthwhile to see if this changes in this year's survey. Endocrinology is challenging to recruit.
- Emergency Medicine – A resident from Michigan, who was here for a site visit in January, will be covering some shifts in the Emergency Room at the end of this month. Following these shifts, an offer may be extended. Site visits have been scheduled for candidates from Mississippi 3/26 – 3/31; Colorado 3/13; and Indiana 3/30.
- Family Medicine / General Surgery – We are in the process of scheduling a site visit in March for a Family Practice resident whose spouse is a General Surgeon and is also interested. General Surgery will be moved to high demand.
- Hospital Medicine – A site visit is scheduled on 2/18 for a candidate from New Jersey.
- Psychiatry – We anticipate extending an offer to the 2015 resident from the University of Washington who was here for a site visit in January.
- Orthopedic – We have one candidate who has not been responsive. Dr. Simpson will contact the candidate. Dr. Simpson stated that Dr. Hartsaw currently assists him with anterior spine and he will need a general surgeon to assist with this when she is deployed. He stated that Dr. Biggs is not able to provide this assistance. Mr. Fitzgerald stated that general surgery has been moved to high demand recruit status. Dr. Biggs supports this decision; and Mr. Jackson stated that he believes Drs. Hartsaw and Canfield support it too. We have one Orthopedic candidate going through the credentialing process to begin practice in August. Dr. Simpson stated that Dr. Israelson is an excellent addition to their practice. With the addition of Dr. Israelson and the two recruits, Orthopedics should be good for the next decade.
- Long Term Care – Dr. Meade stated that the Supply and Demand Tool does not address the needs for long term care. The number of beds will increase when the new Legacy opens, and the rehab unit will go from 10 beds to 20 beds. We are also considering opening a PACE model adult day care. PACE is a Medicare and Medicaid funded program that helps meet the health care needs of the geriatric patients. PACE requires

a midlevel to supervise the program with provider oversight. And a palliative care program will be presented for consideration in March. Dr. Meade requested that we start the recruitment process for midlevel and possibly another provider. Mr. Fitzgerald stated that he has specifically asked Strategy House to survey Geriatrics and Long Term Care. Mr. Jackson stated that at any time this Committee may request recruitment for any specialty.

- Dr. McMillin asked if we actively recruit or use recruitment firms for assistance. Mr. Fitzgerald responded that we have very active recruitment efforts. We use several recruitment agencies; Ms. Viergets has attended programs for Internal Medicine and Psychiatry, we advertise, and we work with the WWAMI program. It is highly competitive and only going to get more competitive. The medical staff can very effectively recruit for us from their affiliation with medical schools or residency programs. There is a \$5,000 incentive for being the first reference for a provider.

RECOGNITION and RETENTION

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

- The annual Medical Staff Recognition Dinner will be held on March 5 at the college. Eight providers will be recognized for their years of service.

ADJOURNMENT

Meeting adjourned, 12:50 p.m.

Marilyn Grant, Recorder