

## Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, March 3, 2015, in the Ground Floor Conference Room. Mr. Jackson called the meeting to order at 12:15 p.m.

### Members present:

Mr. Harvey Jackson, Chairman  
Mr. Mike Dugan, Board Member  
Mr. George Dunlap, 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. David Beck  
Dr. Nicholas Stamato  
Mr. Paul Christiansen, Gillette News Record  
Ms. Karen Clarke, Marketing

### Approval of Agenda

Dr. Beck stated that he has an item to add to the agenda. Mr. Dugan moved, seconded by Mr. Dunlap, to approve the agenda as amended. Motion carried.

### Approval of Minutes

Mr. Dugan moved, seconded by Mr. Dunlap, to approve the minutes of the February 3, 2015 Physician Retention and Recruitment Committee meeting. Motion carried.

## RECRUITMENT

### A. Recruitment Update.

Ms. Viergets presented the high level recruitment update.

- **Anesthesia.** The candidate that was scheduled for a site visit in March, has accepted a position at another facility.
- **Endocrinology.** We are discussing the details of the practice with the candidate that was here in January. We may offer him a contract. Mr. Fitzgerald stated that the candidate is only interested in part time, 2-3 days per week, and we are discussing compensation. He will not reside in Gillette.
- **Emergency Medicine.** The resident that was here for a site visit in January, shadowed in the ED last week. Dr. Lawson asked that we extend a contract to this candidate. We have three other candidates scheduled for site visits in March.
- **Family Medicine and General Surgery.** We have married couple, one is Family Medicine and the other is General Surgeon. We are coordinating a site visit in May.
- **Hospital Medicine.** We interviewed a candidate from New Jersey and will be submitting an offer to this candidate.
- **Internal Medicine.** Mr. Fitzgerald stated that Drs. Fareed and Javaid submitted letters of resignation yesterday. They have accepted positions at Iverson Memorial Hospital in Laramie. Their reason for leaving is they want to be close to their son while he is attending college in Laramie. They will be here through August. The remaining Internal Medicine providers are Dr. Patel and Dr. Meade, who specializes

in geriatrics. We have added Cardiology, Pulmonology, Nephrology, and additional Family Medicine providers which will help the situation; however, their resignation will have an impact.

- **Psychiatry.** We extended an offer to the 2015 Resident from the University of Washington who was here for site visit in January. A candidate from New Mexico, who is triple boarded in adult, child, and addictive medicine, will be here later this month.

**B. Demand Tool.**

Ms. Viergets stated that the current Demand Tool is two years old. On the current version, Internal Medicine is listed as a one. It will be higher on the new Demand Tool. On Thursday, March 5 Mr. Fitzgerald, Dr. Amiotte, and Ms. Viergets will meet with Mr. Limyansky to review the preliminary data. The new Demand Tool will be presented at the April 7 Physician Recruitment and Retention meeting.

**C. Strategy House Site Visit March 3-5.**

Ms. Viergets reported that Mr. Bob Limyansky, from Strategy House is here this week. Appointments have been scheduled with medical staff and phone appointments can be scheduled with Mr. Limyansky next week if a provider is not available for an appointment this week.

**OB/GYN Providers.**

Dr. Beck stated that he hired a Nurse Practitioner and she started seeing patients last week. In addition, he hired Dr. Wang, an OB/GYN physician who has 16 years of experience and is currently working in Chicago. Dr. Wang has the CCH application for privileges, and is in the process of getting her Wyoming license. She will begin full-time July 1 or sooner if possible. The recruitment of these providers was made with no cost to the hospital or the community. Dr. Beck asked that recruitment of additional OB/GYN providers be put on hold until Dr. Wang is able to establish her practice. Mr. Jackson encouraged Dr. Beck to meet with Mr. Limyansky to ensure this new provider information is included in the survey.

**PHYSICIAN RETENTION & RELATIONS.**

- **Medical Staff Appreciation Dinner.** Ms. Barks reported that the Medical Staff Appreciation Dinner is this Thursday, March 5. Dr. Wilkerson will be recognized as past Chief of Staff. Eight providers will be recognized for years of service ranging from 10 to 35 years.
- **March Provider of the Month.** Dr. Meade has been selected as the March Provider of the Month. She will be recognized at the March 26 Board Meeting.
- **New Providers' 90 Day Assessment.** Ms. Barks has been working with Mr. Bill Stangl, to create a 90 day assessment for new providers. They will provide them an opportunity to give feedback on their employment experience. Dr. Amiotte suggested that in addition to the 90 day survey, new providers should be invited to the Medical Executive Committee to maintain connection with the medical staff and Board members.

**General Surgery.**

Mr. Fitzgerald stated that Dr. Rodney Biggs has medical issues, and is not able to provide call coverage. Dr. Canfield is providing some extra call coverage shifts. In addition, we have a locum coming in tomorrow who will be here for a week. And thereafter, he will be here for a week every month while Dr. Hartsaw is deployed.

**Other.**

Mr. Jackson expressed his appreciation to Mr. Paul Christiansen of the News Record for his reporting on the hospital. This is Mr. Christiansen's last meeting; he is moving out of Gillette.

**ADJOURNMENT**

*The meeting adjourned at 12:33 p.m.*

**The next Physician Recruitment and Retention meeting will be on April 7 at 12:15 p.m. in the Ground Floor Conference Room.**

Marilyn Grant, Recorder