

## Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, June 2, 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. Mary Barks, Mgr. Patient & Guest Services  
Ms. Karissa Viergets, Physician Recruiter  
Mr. Bill Stangl, Vice President of Physician Services

### Also present:

Dr. Angela Biggs  
Dr. John Mansell  
Dr. Kelly McMillan  
Dr. Ryan Noonan  
Dr. Sairav Shah  
Dr. Nicholas Stamato  
Dr. Nathan Tracey

### **Approval of Agenda**

Mr. Fitzgerald requested that the incentives for home/student loans and moving expenses for part-time providers and two provider households when they are both being recruited, be added 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 April 7, 2015 Physician Retention and Recruitment Committee meeting. Motion carried.

## **RECRUITMENT**

### **A. Recruitment Update. (Karissa Viergets)**

- Anesthesia – Northern Plains Anesthesia made an offer to the candidate who was interviewed and covered shifts in May. Phone interviews are scheduled on June 2 with two candidates.
- Endocrinology – An offer was extended to the candidate who is interested in part time. A follow-up call is scheduled for June 5.
- Emergency Medicine – The candidate from Michigan is in the credentialing process. He is expected to begin practice July 15. An offer was extended to the candidate from New Mexico who was here in March. A candidate from Mississippi is available in October. Mr. Fitzgerald asked if the candidate is available for employment or to cover shifts. Ms. Viergets will follow-up with Dr. Lawson on the candidate's availability.

- Family Medicine / General Surgery – The feedback on the husband and wife providers who were here in May was positive. Three practice options are available to them, hospital employment, joining an existing practice, or establishing their own practice. They would both be available in the summer of 2016.
- Hospital Medicine – A candidate who is a 2016 resident in North Dakota will be here for a site visit June 23 – 25.
- Internal Medicine – We are working on a contract with Merritt Hawkins to assist us with candidate search. A phone interview is scheduled on June 2 with a candidate from Maine who Ms. Viergets met at the ACP conference.
- Physical Medicine – Phone interviews are being scheduled for two candidates.
- Walk-In Clinic / Walk-In Clinic South – The candidate from South Dakota is interested in our opportunity
- Physician Extenders:
  - Psychiatry – we are negotiating with the locum agency to permanently hire the PA who is currently providing locum coverage.
  - Pulmonology – the FNP from VA that was here for a visit in May is not a good match for the practice. A candidate from California is scheduled for a site visit June 14 – 16. A candidate from Arizona will be here June 4 – 6 for a site visit.

#### **B. Demand Tool.**

Mr. Jackson stated that the Demand Tool was approved by the Board of Trustees at the May 28 meeting. Mr. Fitzgerald stated that he has received feedback from the medical staff, local citizens and Board members regarding the need to recruit a dermatologist. Dr. McMillan suggested cold calling the dermatologists who come to Gillette to see how long it takes to get an appointment. Patients often elect to see a dermatologist instead of their primary care provider. Dr. Biggs suggested that the hospital send out a direct mailer listing the family practice providers and the services they offer to the community. She said that Sheridan has a dermatologist, and based on the size of our community, we may be able to support a dermatologist too. Mr. Fitzgerald stated that an advertisement featuring the family practice providers will be placed in the newspaper, and the hospital could send out a mailer. Following discussion, it was agreed that for now we will continue working on educating the public and provide a mailer. The need for a dermatologist will be brought back to the committee in a few months.

#### **C. Physician Recruitment Guidelines Policy.**

Mr. Fitzgerald stated that the Physician Recruitment Guidelines Policy does not address incentives for part time providers, or the amount of the moving allowance for a couple, who both will be new providers in the community. Currently, the policy only provides for the home/student loan incentive for full-time providers. We are in contract negotiations with a part-time provider, and have interviewed a married couple, general surgeon and family practice providers. Recommendations included basing the home loan/student loan on the FTE basis, and providing incentives to both providers in couple situations to avoid any discrimination. Mr. Fitzgerald stated that he and Ms. Viergets will revise the policy and bring it back for review. The policy will be reviewed by Tom Lubnau.

### **PHYSICIAN RETENTION & RELATIONS. (Mary Barks)**

#### **A. Physician Retention Update.**

- **Newsletter.** We have been publishing the newsletter for approximately 18 months. Dr. Stamato requested that new technologies and services are included in the newsletter.

Mr. Jackson requested that the newsletter include calendar events, i.e. committees and special events. Recommendations or ideas for inclusion in the newsletter may be emailed to Ms. Barks at mary.barks@ccmh.net.

- **Medical Staff Mixer.** The next Medical Staff Mixer will be held at Jordan's restaurant on June 9 from 5:30-7:30 p.m. There will not be an agenda; it is an informal opportunity to get together.

**B. Provider of the Month.**

Dr. LaManna was the May provider of the month, and was recognized at the May 28 Board meeting.

Dr. Shah will be the June provider of the month if he is available to attend the June Board meeting. The provider of month selection process is done via a random drawing. If the provider whose name is drawn is not available to attend the Board meeting, his or her name is returned and another provider's name is drawn.

**C. Retiring Providers.**

Dr. LaManna will be recognized for his years of service at the June 25 Board meeting.

**ADJOURNMENT**

The meeting adjourned at 1:22 p.m.

**The next Physician Recruitment and Retention meeting will be on July 7 at 12:15 p.m. in the Board Room.**

Marilyn Grant, Recorder