

Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, September 1, 2015, in the Board 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, Director of Patient and Resident Experience
Mr. Bill Stangl, Vice President of Physician Services

Also present:

Mr. Randy Hite, Board Member
Dr. Alan Mitchell, Board Member
Dr. Attila Barabas
Dr. Bret Birrer
Dr. Darlene Brown
Dr. Peter Fort
Dr. Suzanne Harris
Dr. Bramananda Koduri
Dr. John Mansell
Dr. Kirtikumar Patel
Dr. Ian Swift
Dr. Nathan Tracey
Dr. Billie Wilkerson
Ms. Karen Clarke, Director of Community Relations

Approval of Agenda

Mr. Jackson added two items to the agenda, the Board Meeting Update and Anesthesia Discussion.

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 August 4, 2015 Physician Retention and Recruitment Committee meeting. Motion carried.

RECRUITMENT

A. OLD BUSINESS.

• Recruitment Policy (Andy Fitzgerald)

Tom Lubnau amended the policy to provide recruitment incentives for part-time physicians, and incentives when we recruit two practitioners, who are cohabitating, i.e. married couple or life partners. Section 6, paragraph t, pertains to incentives for part-time providers. Incentives are pro-rated based on the volume of practice for which the

physician is contracted. Mr. Jackson asked if a full-time physician would be required to return a portion of the incentives received if he or she requested to change to part-time. Mr. Fitzgerald stated that this is not addressed in the policy. He may ask Tom Lubnau to add this to the policy, or it may be addressed in the physician's employment agreement. Section 6, paragraph u, pertains to providing incentives to two practitioners from the same household, i.e., married or cohabitating couple. It would not be commercially reasonable to offer moving expenses and a home loan to both. We could offer a home loan to one and a student loan to the other. They would both be eligible for a sign-on bonus.

ACTION: **Mr. Dugan moved, seconded by Mr. Dunlap, to present the revised Physician Recruitment Guidelines Policy as an Action Item for approval by the full Board. Motion carried.**

- **Board Meeting Update – Approval of the Recruitment of a Part-Time ENT Physician and a Part-Time Women’s Health Primary Care Physician**

In August, the Physician Recruitment Committee requested the full Board approve the requests for a part-time ENT physician and a part-time Women’s Health Primary Care physician. The Board approved these requests at the August 27 Board meeting. Both of the positions will be added to the recruitment plan. Regular recruitment updates will be provided to this committee.

B. NEW BUSINESS

- **Anesthesia.**

Dr. Amiotte stated that earlier this year, they recruited two CRNAs and one part-time physician. They are still looking for another physician. In May, two of the partners resigned from Northern Plains Anesthesia. It is unknown if these two providers will remain in Gillette. To ensure there are adequate resources for surgery and call coverage, he is requesting that one or two anesthesiologists be added to the recruitment plan. Mr. Fitzgerald stated that we would be recruiting an anesthesiologist to the community, for either Northern Plains or another practice. Mr. Jackson stated that anesthesia is not currently on the recruitment plan. Mr. Fitzgerald stated that anesthesia is one of four specialties that are not included on the recruitment plan because recruitment is based on hospital need and not on population. Dr. Amiotte stated that based on the volume of surgery, including the surgery center, they should be staffed with six anesthesiologists. They currently have two full-time and two part-time anesthesiologists. Northern Plains recruited Dr. Laura Rigsby to facilitate the recruitment of her husband to fill a need in radiology. She is working in a part-time capacity. Mr. Dunlap recommended recruiting one physician now, and reevaluating the need for a second new physician. Dr. Amiotte stated they have one candidate who is anesthesia and pain; and she would be a great addition to their practice. Dr. Swift stated that an increase in the number of surgeries in November and December is anticipated due to employees' concern over the downturn in the economy and potential loss of employment and insurance. In his experience, it is very complicated to have two anesthesia groups working cohesively in the same community. Mr. Fitzgerald stated that he supports the recruitment of one anesthesia provider into the community. Dr. Mitchell stated that call coverage requirements have to be identified along with this recruitment. Dr. Mansell arrived at the meeting at 12:45. He asked what the justification is for recruiting an additional anesthesiologist. Dr. Amiotte stated that they have been

recruiting since Dr. Little left. Dr. Mansell stated that the typical structure for the anesthesiology group would consist of 4 or 5 anesthesiologists. With coverage at this level, each physician would work a 32 to 34 hour week and have 12 weeks of vacation per year. As a citizen, he asked how we justify spending \$100,000 to recruit an additional anesthesiologist. Dr. Amiotte stated that they staff to meet maximum need. Dr. Mansell stated that when we were in the old tower, the utilization rate was 66%. In the new tower the utilization rate is approximately 52%. Dr. Mansell has offered to be a contributing member of anesthesiology. Mr. Fitzgerald requested that they work together to create a call schedule.

Action: **Mr. Dunlap moved, seconded by Mr. Dugan, to take the request for the recruitment of a General Anesthesiologist, who will be required to take an equal share of the full call schedule, as an Action Item for approval by the full Board. Motion carried.**

C. RECRUITMENT UPDATE / DEMAND TOOL (**Karissa Viergets**)

- **Anesthesia and Pain.** Northern Plains has extended an offer to an anesthesiologist. And they have a full-time pain management provider scheduled to start November 8.
- **Endocrinology.** A tentative start date of November 30.
- **Emergency Medicine.** Dr. Gerard has resigned effective November 17.
- **Hospital Medicine.** A candidate has requested a contract.
- **Internal Medicine.** We have had several great candidates here for site visits. Contracts will be presented to three of them.
- **Pediatrics.** Dr. Halloran has expressed an interest in going full-time in the Outpatient Internal Medicine Clinic. This creates a deficit for the Pediatric Hospitalist coverage. A candidate was here last month to interview for outpatient pediatric. This candidate expressed an interest in the inpatient pediatrics. Dr. Boyle and Dr. Koduri expressed their concerns regarding this recruitment. Mr. Fitzgerald will meet with Dr. Boyle, Dr. Koduri and Tracy Wasserburger to discuss the need for pediatric recruitment and call coverage. Following the meeting, it will be brought back to the October 6 Physician Recruitment meeting for consideration.
- **PM&R.** There is a candidate here this week to interview.
- **Physician Extenders.**
- **Cardiology.** A nurse practitioner will interview with the cardiologists on September 23.
- **Geriatrics.** A nurse practitioner has accepted our offer to join Dr. Meade. The tentative start date is October 15.
- **Pulmonology.** A nurse practitioner will be joining Dr. Fort's practice with a tentative start date of September 10.
- **Psychiatry.** A phone interview is scheduled with a candidate tomorrow.
- **Walk-In Clinic / Walk-In Clinic South.** The candidate from Spearfish has accepted our offer, and is scheduled to start October 1.

PHYSICIAN RETENTION & RELATIONS. (Mary Barks)

No report this month.

ADJOURNMENT

The meeting adjourned at 1:00 p.m. **The next Physician Recruitment and Retention meeting will be on October 6, 2015 at 12:15 p.m. in the Board Room.**

Marilyn Grant, Recorder