

## Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, November 3, 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  
Mr. Bill Stangl, Vice President of Physician Services

### Also present:

Dr. Darlene Brown  
Dr. John Mansell  
Dr. Kelly McMillin  
Dr. James Price  
Dr. Nicholas Stamato  
Dr. Ian Swift  
Dr. Brian Clarke, Northern Plains Anesthesia candidate  
Ms. Felicia Messimer, Community Relations  
Ms. MyKayla Hilgart, News Record

### Excused:

Ms. Mary Barks, Director of Patient and Resident Experience

### **Approval of Agenda**

**Mr. Dugan moved, seconded by Mr. Dunlap, to approve the agenda. Motion carried.**

### **Approval of Minutes**

Dr. Mansell stated that he had corrections to the minutes of the September 1 meeting. On page 2, Section B, Anesthesia, the second sentence should state "two providers are no longer associated with Northern Plains Anesthesia". Discussion ensued on whether it was known on September 1 if both of the providers would be staying in Gillette. It was agreed that at the time of the September 1 meeting, it was not confirmed that both providers would remain in Gillette. Dr. Mansell requested that it be noted in the minutes of today's meeting that both of the providers who left Northern Plains Anesthesia will remain in Gillette. A correction to the wording was made on page 3, line 3, the word speeding is incorrect; it should be should be spending.

**Mr. Dugan moved, seconded by Mr. Dunlap, to approve the minutes of the September 1 meeting as amended. Motion carried.**

## RECRUITMENT

### A. OLD BUSINESS

- **Board Approval of the Amendment to the Recruitment Guidelines**

Mr. Fitzgerald stated that the Board approved the Amendment to the Recruitment Guidelines in September. The amendment addresses providing prorated incentives for part-time providers, and incentives to cohabiting or married couples.

- **Board Approval to Assist Anesthesia with Recruitment**

Mr. Fitzgerald reported that at the September Board meeting, the Board stated their intent to assist with the recruitment of one anesthesia provider. Both anesthesia groups are recruiting. Dr. Price stated that Gillette Anesthesia Specialists was successful in recruiting a physician, and he will be here by the middle of the month. Mr. Fitzgerald stated that this candidate has not been credentialed yet. Dr. Amiotte introduced Dr. Brian Clarke. Dr. Clarke is credentialed and is here this week for a working interview. Dr. Clarke stated that he is originally from Miles City, Montana and he has been working in the Twin Cities for the past 15 years. He has experience with patients 12 years of age and up, including hearts. Pediatrics will be new for him. Mr. Fitzgerald stated that if both groups are successful in recruiting full-time providers, and they both request financial recruitment assistance, he suggested a recommendation to the Board to split the recruitment incentives between the two candidates. Usually \$145,000 is the most we would pay for recruitment incentives. This includes \$100,000 for the home or student loan, \$30,000 for sign-on, and \$15,000 for relocation. For this recruitment, each candidate may receive \$50,000 for a home or student loan, and half of the sign-on bonus, and relocation incentive. Mr. Dunlap asked if both groups have requested assistance. Ms. Viergets stated that they both have requested recruitment assistance. Mr. Jackson stated that splitting the incentives is a reasonable option. Mr. Fitzgerald stated that for the record, there is no statutory legal requirement for the hospital to provide recruitment incentives. It is something the hospital has historically elected to do in the support of physicians recruiting. In this case, we have two providers recruiting for one position; it seems equitable to split the funds to support both groups, provided that within the next 90 days both are successfully recruited and credentialed. If this is a reasonable option, Mr. Fitzgerald will bring this back to this committee as a recommendation. Dr. Price requested that it be noted that a Gillette Anesthesia Specialists submitted a letter of intent for their candidate a month ago.

### B. NEW BUSINESS

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

- **Endocrinology** – a candidate, who was interviewed a while ago, is in the credentialing process and if his file is complete in time, he will be presented at the December Board meeting.
- **Emergency Medicine** - Dates are being selected in December or January for a site visit for a chief resident from Pennsylvania. We are working with a locum agency to provide coverage for 12 shifts in January. We are working with Merritt Hawkins to assist us with recruitment.
- **Family Medicine and General Surgery** – A husband and wife team will be coming for a second site visit the first or second week of December. Mr. Fitzgerald stated that the new recruitment guidelines would be used for this recruitment. They are a married

couple, who are both on the recruitment plan. And in addition, one of them wishes to work part-time. Dr. McMillin asked if the candidate was a .8 FTE would that person receive 80% of the incentive. Mr. Fitzgerald stated that yes that would be accurate.

- **Hospital Medicine** - A candidate was here in June who has some immigration issues. He may have to complete a fellowship program or return to his home country for two years.
- **Internal Medicine** – Offers were extended to two candidates from Colorado. One candidate declined our offer, and the other candidate has not responded. A contract is being prepared for a candidate from Spearfish.
- **Psychiatry** - A physician from Colorado was here on 10/15 for a site visit. We are waiting for the feedback from that visit.
- **Walk-In Clinic South** – We will welcome Dr. Kuehlman at the December Board meeting. She started yesterday.
- **Women's Primary Care** – A candidate from Florida is scheduled for a site visit the week of November 16. Her CV will be sent out to the family practice providers.

**Demand Tool** - Dr. McMillin asked where we are with the ER recruitment. Ms. Viergets stated that two replacement positions are on the Demand Tool now and an additional recruitment in 2016. Mr. Fitzgerald stated that there are two candidates interested in the part-time ENT position. Dr. Swift asked if the .5 on the Demand Tool is correct. Mr. Fitzgerald stated that it is really a .3. The .5 was used to indicate part-time.

#### **PHYSICIAN RETENTION & RELATIONS (Karissa Viergets)**

- Physician Assistants' week was celebrated in October. Each of the physician assistants received a gift and an advertisement for each was placed in the newspaper.
- Nurse Practitioners' week is next week. They will receive gifts and advertising will be done for them too.
- Dr. Kuehlman, the new provider for the Walk-In Clinic South, will be recognized at the next Board meeting.

#### **ADJOURNMENT**

The meeting adjourned at 12:36 p.m. **The next Physician Recruitment and Retention meeting will be on December 1, 2015 at 12:15 p.m. in the Board Room.**

Marilyn Grant, Recorder