

## Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, December 1, 2015 in the Board Room. Mr. Dunlap called the meeting to order at 12:15 p.m.

### Members present:

Mr. Mike Dugan, Board Member  
Mr. George Dunlap, Board Member  
Mr. Allen Todd, Board Member, for Mr. Jackson  
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:

Dr. Darlene Brown  
Dr. Billie Wilkerson  
Karen Clarke, Community Relations  
Anesthesia Candidate interviewing with Gillette Anesthesia Services  
Kathy Novak, News Record

### Excused:

Mr. Harvey Jackson, Chairman  
Dr. Lowell Amiotte, Chief of Staff

### **Approval of Agenda**

**There were no additions or changes to the agenda.**

### **Approval of Minutes**

**Mr. Dugan moved, seconded by Mr. Todd to approve the minutes of the November 3 meeting. Motion carried.**

### **RECRUITMENT**

#### **A. OLD BUSINESS**

No Old Business was presented.

#### **B. NEW BUSINESS**

##### **Family Practice**

Ms. Viergets stated that we received notice that two family practice providers will be leaving Gillette. Dr. Wilkerson stated that the two providers are leaving for personal reasons. Mr. Fitzgerald stated that based on the reports prepared by Bob Limyansky of Strategy House, both of these providers are listed as a full-time FTE. Mr. Fitzgerald's recommendation is to recruit two full time family practice providers to replace them. And to ensure that everyone is in agreement, the recruitment request should go to the full Board for approval.

**Action: Mr. Todd moved, seconded by Mr. Dugan, to take the request for the recruitment of two family practice providers to the full Board for approval. Motion carried.**

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

- **Anesthesia** – Gillette Anesthesia Specialists and Northern Plains Anesthesia each have a candidate who is in the credentialing process. Mr. Fitzgerald stated that following the direction provided at last month's meeting regarding splitting the recruitment incentives between the two practices, he sent a letter to both anesthesia practices. He received positive responses from both practices. Both candidates will have to be credentialed in the same relative timeframe to be eligible for the shared incentives. Dr. Brown stated that Northern Plains Anesthesia's candidate, Dr. Brian Clarke, has temporary privileges and will begin working this week. He will have to complete the full credentialing process. Gillette Anesthesia Specialist's candidate is here on a site visit this week, and attended this meeting. He is originally from Alaska; and he worked most recently in New York City.
- **Chief Medical Officer** - the position has been posted; and work is ongoing with contingency companies.
- **Endocrinology** – if the candidate's credentialing process is completed in time, he will be presented at the December Board meeting.
- **Emergency Medicine** – Dr. Lawson requested that we post with AAEM and ACEP for emergency medicine providers. We are also working with Merritt Hawkins. The candidate from Mississippi has accepted a full time position in Colorado. He is still covering some shifts for us.
- **Family Medicine and General Surgery** – we have a husband and wife team who will be here for a site visit next weekend.
- **Physician Extenders** - we have a Geriatric NP who will be going to Credentials this month.
- **Internal Medicine** – the candidate from Spearfish indicated he is interested. And a contract has been sent to him. We are waiting for his response.
- **Women's Primary Care** – we received positive feedback on the candidate from Florida who was here last month for a site visit.
- **Part time ENT** – Mr. Fitzgerald stated that we have a candidate who is very interested in the part time, 10 hours per month, position.

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

- Thanked Karen Clarke for the work she has done on the Medical Staff Newsletter. In particular, the Provider of the Month feature which highlights the physician's family and role in the community.
- Working on retention ideas for physician relations going forward. She will contact other organizations to get additional ideas for retention.
- The selection of holiday gifts for the medical staff is in progress.
- She and Dr. Amiote are planning the physicians' recognition dinner for 2016. The dinner is typically held between January and April each year. The medical staff is recognized for their years of service at the dinner. Recognition begins at five years of service, and thereafter in five year increments. Dr. Wilkerson stated that she has not been recognized for her years of service. Ms. Barks stated that she will look into why Dr. Wilkerson has not received recognition. After the meeting, Ms. Barks provided the following information regarding recognition for years of service: "Prior to 2014, Medical Staff members were recognized beginning at 20 years of service. In 2014, CCH began recognizing Medical Staff after 10 years of service and we did not retrospectively recognize Medical Staff members. Dr. Wilkerson's 10 year anniversary was in 2012; therefore, she was not recognized at 10 years."
- Planning is underway for Doctors' Day in March 2016.

**ADJOURNMENT**

The meeting adjourned at 12:33 p.m. **The next Physician Recruitment and Retention meeting will be on January 5, 2016 at 12:15 p.m. in the Board Room.**

Marilyn Grant, Recorder