

## Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, July 1, 2014 in the Ground Floor Conference Room.

### Members present:

Mr. Harvey Jackson, Chairperson  
Mr. Mike Dugan, Board Member  
Mr. George Dunlap, Board Member  
Ms. Karissa Viergets, Physician Recruiter (via telephone)  
Ms. Mary Barks, Mgr. Patient & Guest Services  
Mr. Andy Fitzgerald, Interim CEO

### Members absent:

Dr. Billie Wilkerson, Chief of Staff  
Mr. Adrian Roberg, Interim Ambulatory Services Manager

### Also present:

Dr. Robert Neuwirth  
Dr. Lowell Amiotte  
Dr. Ian Swift  
Ms. Karen Clarke, Marketing Department Manager  
Mr. Chris Harrison, Director Information Systems

Mr. Jackson called the meeting to order at 12:15 p.m. Minutes of the June 3, 2014 Physician Retention and Recruitment Committee meeting were reviewed and approved. One item, Intranet Options, was added to the Agenda.

## **RECRUITMENT**

### **Recruitment Update**

Ms. Viergets provided the following report on current recruitment efforts:

### **Dermatology**

- Texas Tech resident (2016) looking at opportunities out west
  - Phone interview 4/3
    - Very interested in working alongside ENT – prefers clinical derm over procedural derm and cosmetics
      - Sending CV and write up for review
        - Will continue to remain in contact with candidate
- WWAMI resident (2017)
  - Phone interview 4/4
    - Very interested, sending CV and write up for review
      - Will continue to remain in contact with candidate
- Candidate from CA
  - Site visit scheduled for 5/11-5/12
    - Feedback has been extremely positive
      - Candidate interested, offered to bring back out for a second visit – will coordinate dates later this summer
- 2015 Resident at the College of Medicine at Chicago
  - Phone interview 7/1

**Endocrinology**

- Contacting WMC to explore the possibility of their visiting physician from Salt Lake to provide care in Campbell County one day a week/bi-weekly
  - Received CV of provider serving Casper, will call their clinic to see if there is any other physicians interested in providing care in Gillette
    - Phone interview 5/30, interested in 2 days a month
    - Candidate non responsive

**Emergency Medicine**

- MD from MN, originally from WY updating CV to present for review, anticipate to receive CV 3/24
  - Phone interview 4/1
    - Site visit 6/24-6/26
- Working to secure locums until placement is made

**Family Medicine**

- Candidate from FL to commence practice 8/2014
  - In credentialing process
- MD from Casper inquired on opportunity
  - Phone interview 5/23
    - Site visit 7/17-7/20
- WI candidate interested in outpatient clinic
  - Site visit scheduled for 2/27-3/2
    - Feedback has been very positive
      - Candidate is interested in either starting up a practice or hospital employment
        - Sent an email outlining how CCMH would support the start up of a solo practice, will follow up with candidate 3/18
          - Candidate weighing options, will follow up in 1.5 weeks
            1. Candidate just had baby, is taking one month to be with baby – indicated she is still very interested

**Family Medicine/Sport Medicine**

- FM Resident at the Cleveland Clinic interested in FM with an emphasis in Sports Medicine
  - Referred by a physician starting practice in Campbell County this August
  - Interested in learning more on all FM opportunities
    - Site visit scheduled for 6/12-6/14
    - Feedback very positive
- WY physician interested in opportunity
  - Site visit 7/31-8/3

**Hospitalist Medicine (inpatient)**

- Discussions continue with OH candidate CCMH previously extended employment offer to
  - Interested in moonlighting – will cover ~ 8 shifts a month
  - Candidate reviewing contract
- Discussions continue with SC candidate CCMH previously extended employment offer to
  - Sent FT contract 7/1
- Securing locums for August ongoing

**Orthopedic**

- Spine surgeon from VA, locum coverage confirmed for 12/26-1/4, possibility of candidate going perm
  - Currently completing commitment to US Navy, available for FT work 6/2015
    - Presented contract to candidate 1/16
      - CCMH is in the top three of the places candidate interviewed
        - Both Dr. Simpson and I have reached out to candidate – he is still evaluating our offer as well as others
- Physician from WV to commence practice 8/2014 – in credentialing process

**Physiatry**

- MD in FL inquiring on opportunity
  - Phone interview 6/12
    - Physician to contact Dr. Mansell and Gillette Physical Therapy for secondary screening
      - Coordinating dates for visit in July

**Physician Extenders**

- Phone interview 6/27 with a midlevel for Kids clinic
  - Coordinating dates for a visit in July or August

**Psychiatry**

- No updates

**Rheumatology**

- No updates

**WWAMI**

- Dr. Kirven to visit CCMH in August to talk with departments interested in hosting Clerkship rotations.

**Demand Tool Update**

Ms. Viergets confirmed that Family/Sports Medicine has been added to the Demand Tool, as was reported at last meeting. Dr. Swift asked that she send him a copy of the Demand Tool to review.

It was noted that the Family Medicine provider that is scheduled to start practicing at CCMH in August will orient in the Walk in Clinic until the new Family Medicine office space is available, sometime in November. There will be room in the clinic for 4-5 Family Medicine providers. Recruitment for Family Medicine will be spread out strategically, and efforts will continue as is practical.

**RECOGNITION and RETENTION**

Ms. Barks reported on the following Recognition and Retention efforts:

**Recognition**

- Provider of the Month for April recognized at the Board Meeting- Ian Swift, M.D.
- May Provider of the Month selected – Kirti Patel, M.D.
- June Medical Staff Newsletter

**Retention**

- Physician involvement and engagement in Excellence Every Day (STUDER) initiatives was discussed with Medical Staff Leadership. Information on Studer principles will be in an upcoming Medical Staff Newsletter, and invitations will be sent for the Fall conference.
- Presentation by Chris Harrison, Manager, IT on Staff Net and Medical Staff impact at today's meeting.
- The next Medical Staff Satisfaction Survey will be in the Fall. Ms. Barks will work with Mr. Fitzgerald, Dr. Wilkerson and Dr. Amiotte on details.

Internet Options

Mr. Chris Harrison attended this portion of the meeting to present options for the Provider portion of CCMH's new Intranet and how it will impact Medical Staff. He explained that CCMH has outsourced the internal website by contracting with StaffNet. Mr. Harrison demonstrated some features of StaffNet, noting that login will be the same as the current Windows login. The Intranet will be accessible from outside the organization, and will be fully customizable. Ms. Lonnie Schell has been tasked with setting up the Physician portion of the Intranet, and input from Medical Staff will be invaluable to the process. A Governance Committee has been working on identifying appropriate use of the Intranet, and is drafting Policies. StaffNet is scheduled to go live before the end of August, and will be implemented in phases.

Adjournment

Meeting adjourned, 12:49pm  
Deb Wade, Recorder