

Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, August 5, 2014 in the Hospital Board Room.

Members present:

Mr. Harvey Jackson, Chairperson
Mr. Mike Dugan, Board Member
Mr. George Dunlap, Board Member
Dr. Billie Wilkerson, Chief of Staff
Ms. Karissa Viergets, Physician Recruiter (via telephone)
Ms. Mary Barks, Mgr. Patient & Guest Services
Mr. Adrian Roberg, Director of Professional Services
Mr. Andy Fitzgerald, Interim CEO

Also present:

Dr. Joseph Lawrence
Dr. Rodney Biggs
Dr. Nicholas Stamato
Dr. Lowell Amiotte
Ms. Karen Clarke, Marketing Department Manager
Mr. Paul Christiansen, Gillette News Record

Mr. Jackson called the meeting to order at 12:17 p.m. Minutes of the July 1, 2014 Physician Retention and Recruitment Committee meeting were reviewed and approved.

RECRUITMENT

Dermatology

Mr. Fitzgerald and Ms. Viergets have met with a Dermatologist from Casper who currently holds clinic hours in Gillette as well. He and his partner would like to expand their Gillette practice to 3-4 days per week, based on volume and demand. Both providers are Board Certified and perform MOHS surgery. Mr. Fitzgerald asked if this would satisfy CCMH's recruitment need for Dermatology. Several questions were asked, such as would these providers see Residents at Pioneer Manor and do they accept Medicaid and Medicare patients. It was noted that Administration is still in contact with the Dermatologist who visited recently and are trying to schedule a second site visit. This topic will be discussed at this month's Board meeting. In the meantime, recruitment efforts for Dermatology will continue.

Endocrinology - Update

Ms. Viergets has been in communication with a Salt Lake City provider who provides coverage in Casper, and was interested in spending a couple days per month in Gillette. CCMH has partnered with Wyoming Medical Center on recruitment efforts for Endocrinology, and they may have a viable candidate who would be in Casper full time.

Radiology

A WWAMI participant, who will be finishing a Fellowship program next Summer, is scheduled for a site visit August 25 and 26. The same recruitment package will be offered to this candidate, who is from the community and has expressed the desire to practice in Gillette.

Demand Tool Update

There have been no updates to the Demand Tool since last meeting.

Recruitment Update

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

Family Medicine

A site visit is scheduled for an MD from Casper for August 28-31.

Family Medicine/Sports Medicine

Two candidates have been interviewed. Feedback forms will be sent out from the Recruitment Office.

Orthopedic Surgery

A September site visit is being scheduled for a Spine Surgeon who has provided Locums coverage at CCMH in the past and will be available Summer 2015.

Physiatry

A site visit is scheduled for August 13-15 for a Florida MD who has inquired on CCMH's opportunity.

Physician Extenders

A contract is being finalized for a midlevel who interviewed to practice at The Kids Clinic.

Site visits are being scheduled for several Physician Assistants for the Walk in Clinic, two for replacements and one additional.

WWAMI

Dr. Kirven will be onsite August 6 to talk with departments interested in hosting Clerkship rotations.

Internal Medicine Residency Program

Dr. Stamato reported that he received an email from Billings Clinic regarding the implementation of an Internal Medicine Residency Program, and noted that this could be a good opportunity for CCMH's recruitment efforts. Discussion ensued on what steps should be taken after the program has been established.

RECOGNITION and RETENTION

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

Recognition

- Provider of the Month for July, Breck McCarty, MD, was recognized at the Board meeting.
- The August Provider of the Month is John Stamato, MD.
- Ryan Noonan, MD and Stanford Israelsen, MD will be welcomed at the August Board meeting.
- The August Medical Staff Newsletter will be distributed soon.

Retention

- The Physician Satisfaction Survey will go out to Medical Staff in September.
- Three Physicians, Drs. Blanchard, Russell and Swift, will be attending the Studer Physician Engagement Institute in September.

Surgery Department

Dr. Rodney Biggs noted his belief that several Surgery staff members (Scrub Techs and Nurses) feel undervalued, and have either resigned or asked for transfers or have expressed their desire to. He asked Administration and the Board to look into options for a solution to keep superior employees.

Dr. Biggs also noted that lunches served in the Surgeon's Lounge are inadequate. It was also noted that a recent candidate was taken to the Physician's Lounge for lunch, and they ultimately went to The Coffee Shoppe. Ms. Barks will follow up on this.

Adjournment

Meeting adjourned, 12:52pm

Deb Wade, Recorder