

## **Physician Recruitment and Retention Committee**

The Physician Recruitment and Retention Committee met Tuesday November 1, 2016 in the Board Room. Mr. Jackson called the meeting to order at 12:15p.m.

Members present:

Mr. Harvey Jackson, Chairman  
Mr. George Dunlap, Board Member  
Mr. Bill Stangl, VP Physician Services  
Mr. Randy Hite, Board Member  
Mr. Andy Fitzgerald, CEO  
Mrs. Mary Barks, Director Patient & Resident Experience  
Ms. Karissa Viergets, Physician Recruiter

Also present:

Dr. Kelly McMillin  
Dr. Ian Swift  
Dr. Robert Neuwirth  
Ms. Karen Clarke, Community Relations  
Mr. Tom Linden

### **1. CALL TO ORDER AND APPROVAL OF MINUTES**

#### **Approval of Agenda**

Mr. Dunlap moved, seconded by Dr. Neuwirth, to approve the agenda. Motion carried.

#### **Approval of Minutes**

Dr. Neuwirth moved, seconded by Mr. Dunlap, to approve the minutes of the September 6th meeting. Motion carried.

### **2. RECRUITMENT**

**OLD BUSINESS:** There were no Old Business items to address.

#### **NEW BUSINESS:**

**Recruitment Guidelines** - The Recruitment Guidelines will be updated to reflect changes that the Board has approved in the area of Critical Need. "Critical" guidelines are figured as open recruitment for more than one provider in a specialty with recruitment lasting over one year or for open recruitment for replacement provider lasting longer than a year for a single provider.

Changes to be made are:

- Student/Home Loan maximum amount is one hundred thirty-thousand (\$130,000.00) as opposed to the standard one hundred thousand (\$100,000.00).
- Stipend needs to be added.

The revised version will be presented at the December PRRC meeting for final review. Andy will also prepare and present a "summary" of the Recruitment Guidelines.

Mr. Hite asked if we had received any feedback on our recruitment package from the WAAMI students that we visited this summer. Karissa stated that those students are not yet at a point of interviewing and would have no other packages to compare with. The residents that have been interviewed mentioned that the recruitment package is pretty competitive. Karissa in turn asked the providers present what kind of recruitment packages they are aware of from other facilities. Dr. Swift mentioned sign-on bonus of \$100-130K with expectation of student/home loan is pretty standard. An item that has set us above has been the fact that we offer a Residency stipend as well as a sign-on bonus.

Our recruitment package (student loan/home loan/ bonus structure/relocation) is already a pretty standard package but is more towards the upper end of what most offer. Package is the same across the board for all specialties with the exception being “critical need” which has the potential of a higher student/home loan amount.

#### Recruitment Update

##### ○ **ECD:**

- UT candidate has shifts confirmed for November. Confident he will sign-on permanently.
- Looking at making an offer to candidate that was on-site October 25<sup>th</sup>.
- Extended an offer to WY candidate. Candidate would like to finish interviews already scheduled. CCH still contender and will decide shortly.
- MO candidate will be on-site 11/14 – 11/17.

##### ○ **Family Medicine:** Site visit for TN candidate 10/27-10/29.

##### ○ **Geriatrics:** had hired 2<sup>nd</sup> NP but has since transferred to another position. We have one candidate but would not be available until June or July.

##### ○ **Hospitalist:**

- NJ candidate on site 11/20-22. (Wife MBA in Hospital Administration.).

##### ○ **Oncology:** Candidate signed with tentative start date of 3/1/17. Started immigration process.

##### ○ **Pediatrics:** Site visit scheduled for 11/4- 11/6 for LA candidate.

##### ○ **Physical Medicine and Rehabilitation:** WA candidate is in credentialing process with tentative start date of 12/1.

##### ○ **Physician Extenders:**

- Family Practice - Julie Jones started.
- Geriatrics – actively recruiting. We had hired 2<sup>nd</sup> NP but has since transferred to another position. We have one candidate but would not be available until June or July 2017. Bill and Andy met with Dr. Meade to discuss different options for filling that need in the interim. Most primary Care providers in Gillette have decided to not care for long-term care patients. We have the PM&R physician coming on as a consultant for patients at the Legacy for rehab care (transitional care) and consultant for running the unit (policies/processes). In the clinic, Dr. Khan will be able to absorb some of Dr. Meade’s patients to allow her more time at The Legacy. Finding a NP (or 2) will be a more viable option than recruiting for a physician.
- NM candidate scheduled for site visit 12/4.
- WIC – WY candidate to meet with Dr. Bohlender next week.

##### ○ **Psychiatry:** There is a need and recruitment will continue but it is not likely of getting a child psychiatrist to Gillette. We currently have PT coverage through tele-psychiatry and are going to see if we can increase the coverage to 3-4 days a week.

##### ○ **Pulmonology:** We are actively recruiting for this position and currently have locum providers every other week. Dr. Stamato has helped with the interviews.

Demand Tool - There are no changes since last month. Next update is scheduled for 2017.

### **3. PHYSICIAN RETENTION AND RELATIONS**

**Medical Staff** - Medical Staff Mixer was well attended a few weeks ago.

**Resignation/Retirement** - We need to make a plan/process for providers that are leaving or retiring. Mary has requested copies of provider exit interviews so that she can use feedback to help improve retention.

**Medical Staff Dinner** - Medical Staff dinner will be early part of 2017 with Dr. Amiotte/Dr. Thomas change.

**Advanced Practitioners** - Mary will be working with Val Amstadt on retention ideas for advanced practitioners.

### **4. ADJOURNMENT**

The meeting adjourned at 12:45 p.m. **The next Physician Recruitment and Retention meeting will be December 6th at 12:15 p.m. in the Board Room.**