

Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday December 6, 2016 in the Board Room. Mr. Jackson called the meeting to order at 12:20p.m.

Members present:

Mr. Harvey Jackson, Chairman
Mr. Bill Stangl, VP Physician Services
Mr. Randy Hite, Board Member
Ms. Karissa Viergets, Physician Recruiter

Also present:

Dr. Rodney Biggs
Dr. Thomas Davis
Dr. Kelly McMillin
Dr. Bernadette Meade
Dr. Nicholas Stamato
Dr. Ian Swift
Ms. Karen Clarke, Community Relations
Mr. Dalton Huber, CFO

1. CALL TO ORDER AND APPROVAL OF MINUTES

Approval of Agenda

Dr. Meade moved, seconded by Dr. Swift, to approve the agenda. Motion carried.

Approval of Minutes

Dr. Meade moved, seconded by Dr. Swift, to approve the minutes of the November 1, 2016. Motion carried.

2. RECRUITMENT

A. OLD BUSINESS:

- **Recruitment Guidelines**
 - *Revised Recruitment Guidelines for final review* – the board had approved the recommendation to increase student or home loan recruitment incentive to \$100k to \$130k for critical recruits. With the old guidelines this is categorized as critical or high need but per the board the \$130k would only be for critical position only. The stipend would be up to \$15k (at administration's discretion) for a resident or fellows on a critical needs position making this an incentive. **Mr. Hite moved, seconded by Dr. Swift on the language of the stipend.**
 - *Summary of Recruitment Guidelines* – this documentation is just a quick summary of the guidelines instead of the whole packet of guidelines. The summary will be added to the next minutes to be discussed.
 - *ENT Recruitment of a PT ENT* – Karissa will actively recruit for this position on a low need basis for call coverage .3FTE no vote needed.

B. NEW BUSINESS:

- **Provider recruitment referral** – will stay first come first serve on who will receive the referral fee.
- **Recruitment Update**
 - **Emergency Medicine**
 - UT candidate inquiring on opportunity
 - Shifts confirmed for November
 - Phone interview 2/1 with '17 WWAMI resident
 - Candidate has verbally accepted offer
 - Site visit scheduled for WY candidate '17 resident 9/16
 - Site visit scheduled for MO candidate 11/14-11/17
 - Trial shifts offered to candidate

- **Family Medicine**
 - Sit visit for TN candidate 10/27-29
 - Candidate withdrew candidacy due to buyout with current employer
- **Hospital Medicine**
 - Site visit for NJ candidate 11/20-22 (wife MBA in Hospital Admin)
 - Offer letter sent
 - Site visit for AZ resident 11/7-11/8 (FM)
 - Candidate has verbally accepted offer
 - Site visit for CO '17 resident 11/14
 - Verbally accepted offer, tentative start date 8/1/2017
- **Internal Medicine**
 - 8/22-8/23 Visit with WWAMI in Billings IM residents (2017) – Bill, Dr. Stamato and Karissa
 - Site visit for CO candidate week of 12/5
 - Confirming locum through March
- **Oncology**
 - Candidate signed, tentative start date of 3/1/17
 - Immigration process started, request for application materials sent
- **Otolaryngology**
 - Phone interview set for 9/28
 - Site visit scheduled for 5/17
- **Pediatrics**
 - Coordinating phone interview with CompHealth candidate
 - Candidate verbally accepted offer
 - Working to schedule interview (spouse of rheumatologist)
 - Site visit 9/8
- **Physical Medicine and Rehabilitation**
 - Site visit for WA candidate 4/23-4/25
 - Tentative start date 12/9
- **Physician Extenders**
 - Endo
 - No updates
 - Family
 - Geri
 - Site visit scheduled for 12/4-12/6 for NM candidate
 - Working to schedule interviews for 3 additional NPs
 - Dr. Meade is asking for help – would like to look into buying out the candidate that was from 12/4-12/6. Karissa will setup time to talk with Andy about Dr. Meade adding another Nurse Practitioner to geriatrics.
 - Psych
 - Candidate reviewing offer (currently locum at CCH)
 - Candidate signed, tentative start date 12/1
 - Candidate from MA site visit scheduled 10/22-10/25
 - Candidate signed, request for application materials sent – tentative start date 1/30/17
 - WIC
- **Psychiatry**
 - Given direction to recruit C/A psychiatrist, will be fully staffed with Dr. Walter, an additional (C/A) psychiatrist and three mid-levels
- **Pulmonology**
 - 1 locum confirmed beginning 9/12 to cover (almost) every other week
 - Working to confirm a locum(s) through March
 - Coordinating phone interview with NJ candidate (spouse of oncologist)
 - Site visit scheduled for 9/10-9/13
 - Meeting scheduled to discuss options
 - Could use a locum, but do not have the opportunity he is looking for at this time

- **Rheumatology**
 - Phone interview with SD candidate 7/1
 - Site visit scheduled 8/1

- **Demand Tool**

3. PHYSICIAN RETENTION & RELATIONS

- **Retention Update** – the holiday gifts will go out next week to the providers and Mary Barks is working with Dr. Amiotte and Dr. Thomas on a date for the Med Staff recognition dinner.

4. ADJOURNMENT

The meeting adjourned at 1:15 p.m. **The next Physician Recruitment and Retention meeting will be January 3rd at 12:15 p.m. in the Board Room.**

Amanda Teppo, Recorder