

Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday August 2nd, 2016 in the Board Room. Mr. Jackson called the meeting to order at 12:22p.m.

Members present:

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

Also present:

Dr. Lowell Amiotte
Dr. Sairav Shah
Dr. Nicholas Stamato
Dr. Eric Welling
Ms. Karen Clarke, Community Relations

1. CALL TO ORDER AND APPROVAL OF MINUTES

Approval of Agenda

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

Approval of Minutes

Mr. Hite moved, seconded by Mr. Dunlap, to approve the minutes of the July 5th meeting. Motion carried.

2. RECRUITMENT

OLD BUSINESS:

Medical Staff Recruitment Referral Incentive Policy – This policy was discussed, at the July 21st Board Meeting, as a reminder of incentives that are available to any person in the community, with the exception of Hospital Administration and Board Members.

Incentive #1: If Provider is MD/DO then incentive amount is \$5000 with \$2500 paid to referring individual when provider begins at CCH, and the remaining \$2500 paid to referring individual after provider has been with CCH for one year.

Incentive #2: If Provider is a mid-level, then the incentive amount is \$2500 split in to (2) increments of \$1250, paid the same as the physicians incentive.

Recruitment Guidelines – The Recruitment Guidelines were discussed at the July 21st Board Meeting to confirm that CCH Administration is given permission to use own judgment with regards to extending offer letter or preliminary contract to a visiting provider *prior* to that provider leaving the facilities.

NEW BUSINESS:

Recruitment Update

o ECD:

- The candidate that visited in April is scheduled for a few “shadowing” shifts in September. Candidate is in the credentialing process.
- The MI candidate is to make a decision by the end of August.
- Candidate from IL is interested. Medical Directors and Administration to meet on 8/3 to discuss extending an offer.

o Family Medicine:

- One candidate has withdrawn candidacy.

- Second candidate is out of the country with a family emergency. We will reschedule visit upon his return.
- **Hospitalist:**
 - CO candidate to start August 29th.
 - IL Resident candidate scheduled for site visit September 15-17.
- **Internal Medicine:** NC candidate has accepted position with a start date of October 17th.
- **Oncology:** FL candidate scheduled for 9/5 visit.
- **PM&R:** Contract was extended to WA candidate. Call scheduled for 8/3 to further discuss.
- **Physician Extenders:**
 - Family Practice: PA to start in outpatient clinic 10/10.
 - Ortho: (2) PAs to begin 8/29; one in Ortho and one at PROS.
- **Behavioral Health:**
 - TX Psychiatrist candidate site visit scheduled for August 12
 - Ontario candidate (5/13) is considering but decision delayed due to family member death.
- **Rheumatology:** site visit was 8/2; positive visit; spouse is pediatrician.
- **Pulmonology:** We tentatively have (2) locums starting next month, each providing week on/week off coverage.
- **Sleep Lab:** We have a provider that will be here 1 day/week to cover Sleep Lab and follow-up of sleep studies. Will also be available remotely as needed.

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

WWAMI site Visit - There is a site visit scheduled for August 18th for Dr. Larry Kirven and (2) University of Washington faculty members. The purpose of this visit is to tour our facilities and student housing and to meet all individuals involved with the WWAMI Clerkship program for Campbell County Health. Our initial application was approved and this visit will give us the final approval.

CCH individuals involved are:

CCH Clerkship Site Director - Dr. Nicholas Stamato

Administrative contact - Karissa Viergets

Preceptors: Dr. Halloran, Dr. Meade, Dr. Neuwirth, Dr. Repas, and Dr. Shah

Billings Clinic - August 22-23 Karissa, Bill Stangl and Dr. Stamato have a recruitment opportunity with Internal Medicine Residents at Billings Clinic. These Residents are a part of WWAMI and are set to graduate 2017.

3. PHYSICIAN RETENTION AND RELATIONS

Physician Retention and Relations Report - There was no report at this meeting.

Medical Staff Picnic – Medical Staff Picnic is scheduled for Friday August 19th. Mary sent flyers to all Medical Staff and will follow up with phone calls for attendance.

Black Cat Ball – The Medical Staff will receive an email regarding tickets to the Black Cat Ball as a part of Physician Retention. Physicians who are interested should reply so that you may be considered for the drawing for the tickets.

4. ADJOURNMENT

The meeting adjourned at 12:45 p.m. **The next Physician Recruitment and Retention meeting will be September 6, 2016 at 12:15 p.m. in the Board Room.**