

Washington State Association of Health Care Recruitment
Meeting Minutes
March 12, 2008

1. **Members/Guests in Attendance:**
 1. Mary Fatica, Public Health
 2. Jon Rheinheimer, Stevens
 3. Nancy Hamilton, Stevens
 4. Sandi Squires, Multicare
 5. Jennifer Sutton, Multicare
 6. Barry White, Multicare
 7. Jennifer McAuley, St. Joseph-Peace Health
 8. Russell Podgorski, Providence
 9. Raquel Hansen, Skagit Valley Hospital
 10. Spencer Vaden, Skagit Valley Hospital
 11. Teresa Johnson, United General Hospital
 12. Michelle Prenovost, NWHMC
 13. Sharon Lee, NWHMC
 14. Jill Cartwright, NWHMC
 15. Allison Altizer, Evergreen
 16. Matt Allore, Good Samaritan
 17. Monica Getty, Cascade Valley
 18. Mary Kay Wilson, Good Samaritan
 19. Evelyn Maritvold, Good Samaritan
 20. Phil Guarrera, NurseWeek
 21. Clare Hovland, NurseWeek
 22. Colleen Harris, WAHCC
 23. Michel Drayer, Bernard Hodes Group
 24. Judy Shorr, Children's Hospital
 25. Mary Davis, Children's Hospital
 26. Darla Fagan, Harborview
 27. Cathy Ivers, Harborview
 28. Amy Locke, Franciscan Health
 29. Jessica Simpson, Franciscan Health
 30. Renee Braun, Department of Veterans Affairs
 31. Jennifer Ashford, Evergreen
 32. Wesley Jones, UWMC
 33. Jeff Sears, Intelius
 34. Stacey Riden, Valley General
 35. Leslie Jones, UWMC
 36. Pamela Murray, UWMC
 37. Isa Chong, UWMC
 38. Jill Rogerson Black, Valley Medical Center
 39. Kirk Hunt, Harrison Medical Center
 40. Kristy Spray, The Everett Clinic
 41. Valerie Albano, The Regional Hospital

2. Welcome/Introduction/Announcements:

Stacey welcomed everyone to the meeting.

New Member Introductions – new members were introduced from Good Samaritan, Harborview, Harrison and United General Hospital.

It was announced that Judy Schorr has begun her new Childrens

Group Health announced their job fair which will be held on March 19

3. Approval of Last Meeting Minutes:

The minutes were approved with one correction being noted.

4. Treasurer Report

There was discussion that ads on the WSAHCR website should stay on 90 days and then come off automatically. The group agreed to that plan.

5. NAHCR Update

Judy Schorr, National NAHCR President gave the update. The “Image Conference” will be in July in Orlando. Many plans are in place to improve the conference such as start time being consistent each day. Info regarding the conference is now on the NAHCR website. The NACHR conference will be in Seattle in 2008 and in Las Vegas in 2010

6. Gene Reed Scholarship Committee

Valerie Albano gave the update along with Mary Davis. The new-and-improved scholarship application was distributed for all to review. Discussion included where to promote the scholarship, additional requirements and other related comments.

Speaker

The Speaker was Dale Sturzenegger from Pierce County and he shared the overview of the Health Occupations Workshop he does for those interested in the healthcare field.

7 2008 Elections

Stacey announced the new officers:

Valerie Albano, President
Evelyn Maritvold, VP/Secretary
Mary Davis/Treasurer

8. HR Job Openings

Good Samaritan: Clinical Recruiter
 The Everett Clinic: HR Manager
 Providence/Everett: Nurse Recruiter, Allied Health Recruiter, General Recruiter
 Evergreen: Employment Manager
 Franciscan: Nurse Recruiter

9. Roundtable

Valley General Hospital in Monroe: They are seeking some manager/director positions along with an assistant nurse manager. They are also working on collective bargaining with SEIU.

Evergreen: They have new critical care nursing position due to a new system they implemented recently. They are in negotiations regarding their SEIU contracts. Seeking a controller and an assistant manager.

Veterans Administration Puget Sound: They recently got another recruiter. They have been getting injured veterans from Iraq. Many are eager to go through rehabilitation and go back to be with their unit.

Franciscans: St. Anthony's Hospital scheduled to open in January 2009 with 80 beds.

Harborview: Looking forward to new building opening in June and September.

Childrens: Hired a new VP of HR who came from Starbucks. There has been a huge demand for beds causing them to actually run out of beds.

Nurseweek: Sharing of their "Great Places to Work" publication and discussion of their direct mail campaign.

Good Samaritan: Seeking a lab director and a clinic analyst

Cascade Valley Hospital: Asked the group regarding their drug testing program and policy. Many do have pre-employment testing and do so for all positions.

Northwest: Seeking a nurse recruiter, various nursing positions.

United General Hospital in Sedro Wooley: LPN negotiations done. RN negotiations are next. Plans to use Interest-Based Bargaining (IBB).

Harrison: New CNO. New positions called Service Line Administrators. These positions are between a director and vice-president level. They are working on a new recruiting/branding campaign.

Skagit Valley Hospital: Doing a lot of physician recruitment. New sleep lab is opening. They are recruiting for an HR Administrative Assistant.

Providence Everett: seeking RNs for the E.D.

St. Joe's in Bellingham: doubled their E.D. in Bellingham. Began a residency program in January.

Multicare: Recent Joint Commission survey went well. They have CNS openings.

The Everett Clinic: seeking medical assistant for the walk-in clinics.

Stevens Hospital: RNs for CCU and Tele. SEIU negotiations this summer for RN contract.

Valley-Renton: They are moving to an all RN model. Also, they are having RN to BSN classes onsite through SPU

UWMC: They are seeking financial positions. They are also re-doing their exit interview process.

10 Next meeting:

Wednesday, May 14 (day before the Nurseweek Fair)

Noon – 3pm

Washington State Convention Center