

WASHINGTON STATE ASSOCIATION FOR HEALTH CARE RECRUITMENT

November 7, 2003
Minutes

The meeting was called to order by President Eugene Reed at 9:30am at the Sons of Norway Hall in Poulsbo. The brief meeting immediately preceded the annual educational retreat.

Attendees:

Gretchen Goodyear, Group Health	Linda Estes, St. Joseph, Bellingham
Karla Lacktorin, Group Health	Anup Khela, Franciscan Health
Becky Petersen, Group Health	Dana Hall, Franciscan Health
Donna Dominick, SW WA Med Center	Jon Morgan, Providence Health
Elizabeth Sturtevant, SW WA Med Ctr	Shanna Taylor, Overlake
Gayle Bourns, SW WA Med Center	Miriam McDonald, Highline
Laurie Lee, SW WA Med Center	Dana Beale, Prov-Mt.St. Vincent
Doug Williams, SW WA Med Center	Carolyn Erickson, NurseWeek
Peter Bogert, St. Lukes Rehab Institute	Nancy Hamilton, Stevens Hospital
Kiyona Stevens, Multicare	Steve Houston, SW WA Med Center
Shari Workman, Multicare	Kathy Salmen, Virginia Mason Med Ctr
Julie Wood, Multicare	Mary Pirnke, Virginia Mason Med Ctr
Patricia Terenzi, Multicare	Diane Wysocki, Virginia Mason Med Ctr
Jennifer Mansfield, Multicare	Peter Nunan, Aegis Assisted Living
Lesley Jones, Multicare	Carol Altschul, C2 Communications
Minda Kelsey, Qualis Health	Tari Pierce, Bayard Advertising
Evelyn Maritvold, Good Samaritan	Jill Cartwright, Northwest Hospital
Christina Baron, Fred Hutchinson	Roxane Johnson, Gentiva Health Services
Carol Lemings, Good Samaritan	Spencer Vaden, Cascade Valley Hospital
Kay Weiss, Sun Healthcare	Shawna Berthold, Bernard Hodes
Nancy Buckner, Olympic Medical Center	Kathy Hare, Harborview Medical Center
Carol Felix, The Everett Clinic	Carol Reiten, UW Medical Center
Maribeth Culpepper, Overlake Hosp.	Cathy Ivers, Harborview Medical Center
Janet Blake, Kadlec Medical Center	Judy Shorr, UW Medical Center
Pattie Washburn, Madrona Medical Grp	Sandy Haeberle, Bernard Hodes
Mary Davis, Children's Hospital	

Treasurer's Report: The report was sent to officers by e-mail prior to the meeting. Nancy Hamilton, treasurer, was not present at this point in the meeting. Copies were not available. There were no questions. The report sent to officers prior to this meeting for the period September 11 to November 7, 2003 indicated a beginning balance of \$3,293.82, deposits of \$1,800 (all membership dues), withdrawals of \$25 for overpayment of membership dues and an Ending Balance of \$5,068.82. The September Treasurer's report was corrected due to a \$50 error in deposits and now indicates an ending balance of \$3,393.82. Petty cash remains the same at \$6.93.

Approval of Minutes: The minutes of the September 10, 2003 meeting were approved with one correction. The meeting location for 2004 will be Evergreen Hospital, as it has been in 2003 (not Overlake Hospital as written in minutes).

Old Business: Another Nurse Tech Rules Writing Workshop was held October 23. Maribeth Culpepper attended. She reported that many of the schools of nursing were also in attendance. There was agreement that the schools and employers need to work together on this. The schools indicated they should and would be keeping records of all nursing students working as nursing technicians. More changes are anticipated. Another meeting will be scheduled in the near future.

Mary Davis reported that a Nursing Technician at Children's had a difficult time renewing her NT registration. There was confusion at the Department of Health as to which department was responsible for the renewal process so the paperwork was sent between DOH and the Nursing Commission several times. The student was unable to work for several days due to lack of current registration. Mary recommends that all Nursing Techs submit renewal paperwork several weeks in advance to assure the ability to continue to work.

Roundtable:

Multicare- New Neuroscience Center opened last night with a gala event. The gala included continuing ed. Invited 2000 Rehab professionals, 60 attended.

Good Samaritan – Recently filled the positions of Director of ED, OR Educator, and Employee Health Nurse. Need PTs, Staff RNs and Director of Radiology (due to retirement). Using E Line application system. RNs are challenged by the system and insist on faxing or mailing resumes. HR is scanning resumes in order to get them into the system.

Fred Hutchinson – Hiring is slowing down a bit

Sun Healthcare – Continuing to build Career Pathways. Interviewing all incumbent employees for new pathway positions.

Olympic Medical Center, Port Angeles – Things are going well

The Everett Clinic – Pursuing development of Cancer Center. Will need RN manager for the center.

SW WA Medical Center – Always looking for CRNAs. Overall vacancy rate is about 5%. Held job fair at State Employment Office (low economic area) – all but one attending the fair said they had access to e-mail. Just broke ground for Hospice House.

Stevens Hospital – New Time and Attendance system starts very soon

NurseWeek – proud sponsor of today's retreat lunch

Providence Mt. St. Vincent – Home Services is looking for home health nurses, PTs and OTs.

Highline Hospital – Recruitment going well in Imaging and Nursing. Will close Head Injury Unit at end of year, but expanding Chemical and Alcohol Dependency Unit so there will be no layoffs.

Northwest Hospital – Seeking OR nurses, Director of Surgical Services, Level II NICU RN and Manager for Health Info (requires Medical Records and Union environment experience).

Virginia Mason – Expanding 46 beds by Sept 2004 – for new Elderly Acute Care and because adding Pac Med patients. Will need more staff RNs. Will utilize travelers as a short term fix.

Providence St. Peter's – Closing Long Term Care in Centralia December 31. This will cause a few layoffs. Currently negotiating with 1199 Service Employee Union. Have received notice of a one day strike November 13. Always seeking experienced ICU RNs. Also need Rehab and Home Health staff.

Overlake – About to break ground for a new 80 bed patient care tower. Vacancy rate low. Need angio techs. Just starting to use new creative for recruitment advertising.

Kadlec – Need experienced ICU and ED staff – night shift (as always). Also looking for Clinical Info Systems staff and cath lab techs.

Madrona Medical Group, Bellingham – Group of 51 MDs and midlevels. Challenge to hire for new Sleep Disorder Center. Opening Oncology Center and Ambulatory Surgery Center.

St. Joseph's, Bellingham – Seeking histologist and Director of Surgical Services

St. Luke's Rehab, Spokane – Major challenge to find experienced Occupational Therapists. Also need evening shift RN manager.

Group Health Cooperative – Need PT/OT, OR manager, Clinical Educators – Med/Surg, Imaging, Consulting (phone) nurses and Visiting Nurses. Also looking for CIS consultant. Will be hiring additional recruiter soon. Also finds RNs fax and mail resumes rather than entering online application.

Announcement: Karla Lacktorin shared that the Diversity Task Force Holiday Event is scheduled for December 11 from 6-8:30pm at the Grand Central Casino. This networking event is an opportunity to link healthcare professionals from diverse cultural backgrounds with employers.

UW Medical Center – A new Ambulatory Surgical Center (11 ORs) opens next Tuesday. New Urology Clinic, GI/Endo Clinic also. Lawson Kronos system will start in 2004. Seeking Director of Surgical Services, CRNA, ARNP (liver care & OTO/Head/neck), Nurse Mgr in General Med.

Harborview Medical Center – Seeking ARNP-Psych/Crisis, Research RN, OR nurses, Med-Tele Charge nurse and Clinic peds RN.

Children's – New wing opens in February. Overall vacancy rate down.

Gentiva – currently in a growth phase. Opened Ortho unit so need OT/PT. Beginning succession planning so added 3 positions in HR. New Everett office.

Thanks were extended to Shawna Berthold and Bernard Hodes, for all the assistance with the chapter's wonderful new web page.

Skagit Valley – Filled last Imaging vacancy this week. Their new Time and Attendance system has challenges.

Franciscan – Very excited about new recruitment advertising creative that is just starting. Rolled out RecruitSoft in October (paperless application system). Kiosks are provided in the lobby of Employment for those who do not have access to a computer or need assistance. They offer refresher course grants for new employees. The annual new grad dinner is coming up soon. Eleven Philippine RNs have arrived so far – more are expected next month. OR residency started in September. WSNA negotiations went well – expect approval soon.

There was a brief discussion regarding the advantages of online application systems – and the ongoing need for personal contact with applicants in addition to electronic communication.

The annual retreat immediately followed with speakers: Kathy Feldman, Ater Wynne, LLP – Legal Update; Sinara O'Donnell, Keynote Speaker – Leading with a Laugh, Humor in the Workplace; Marcel Loh, COO, Swedish Medical Center-Providence Campus – View from the Top; Sandy Haeberle, Bernard Hodes, Healthcare recruitment update; Carolyn Erickson NurseWeek, an overview of the Harvey readership survey commissioned by NurseWeek; Sinara O'Donnell – Stress to Success.

Lunch was sponsored by NurseWeek. Several door prizes were provided by NurseWeek and Sinara O'Donnell.

Next meeting: Wednesday, January 14, 2004; 9am-12 noon
Evergreen Hospital, Kirkland, WA
Surgery and Physicians Center, Room Tan 100

