

**Washington State Association of Health Care Recruitment  
Meeting Minutes  
July 14, 2004**

1. **Attendees:**

Jessica Groce, Evergreen	Erin Hovey, Franciscan
Tom Zinser, Bernard Hodes	Dana Hall, Franciscan
Neal Thompson, WHC	Jon Morgan, Providence
Alison McMahon, Evergreen	Shanna Taylor, Overlake
Jill Cartwright, Northwest	Maribeth Culpepper, Overlake
Scott Erickson, Northwest	Renee Braun, VAPSHCS
Mary Davis, Children's	Evelyn Maritvold, Good Sam
Carol Reiten, UWMC	Carol Lemings, Good Sam
Shawna Berthold, Bernard Hodes	Eugene Reed, Franciscan
Judy Shorr, UWMC	Tari Pierce, Bayard Advertising
Kelly Wilcox, Emeritus	Julie Wood, MultiCare
Linda Estes, St. Joseph	Carolyn Erickson, NurseWeek
Kristen Gillisse, SCWDC	Philip Guarrera, NurseWeek
Nancy Hamilton, Stevens	Shari Workman, MultiCare
Kathy Salmen, Virginia Mason	Beverly Young, Jefferson General
Carol Altschul, Virginia Mason	Carol Felix, The Everett Clinic
Diane Wysocki, Virginia Mason	Stacey Riden, Valley General
Mary Pirnke, Virginia Mason	Janet Blake Johnson, Kadlec
Anne Bailey, Virginia Mason	Rita Wilson, MultiCare
Valerie Albano, Regional	Jennifer Mansfield, MultiCare
Jill Johnson, Franciscan	Lesley Jones, MultiCare

2. **Approval of Minutes:**

The May 2004 meeting minutes were approved.

3. **Treasurer's Report:**

Beginning Balance	\$5,460.07
Deposits	\$0.00
Withdrawals	\$0.00
Ending Balance	\$5,460.07
Petty Cash	
Beginning Balance	\$ 6.93
Deposits	\$0.00

Withdrawals	\$0.00
Ending Balance	\$ 6.93

#### 4. **Roundtable:**

Good Sam: Lots of construction going on. New ICU scheduled to open in November 2004. Cancer Care Center scheduled to open in Spring 2005. New PACU. 4 more ORs. Need an Ultrasound Tech with a generalist background.

VAPSHCS: Low turnover, so nursing students and Nursing Technicians with no place to put them. Partnership with Madigan expanding.

Overlake: HR department reorganization effective 8/2.

Providence-Olympia: Participated in NurseWeek's virtual online career fair on 7/13. There was a lot of traffic; had 6-7 recruiters manning the phones. Have lot of residents; 22 started total. 10-12 were hired through a temporary agency for 2-3 weeks until they passed their boards. Need PTs.

Franciscan: Employment team had a contest to get June's vacancy rate in all three hospitals down below 5%, which meant hiring 45 FTEs. They managed to get it down to 4.91% on June 30<sup>th</sup> before the new fiscal year started! They were all treated to a baseball game with their boss. Need RNs in Med/Surg and Critical Care and a unit-based OR educator (experienced OR RN with BSN). Just opened outpatient building at St. Joe's (Same-Day Surgery, DI, OT/PT and Speech Pathology). Only one PT position open. St. Joe's and St. Claire's need 9.1 FTEs in ED nursing, which are currently being filled by travelers.

Regional: Hired two new grads -- a lot for them! Still need a Quality Management Specialist. Need Director-Patient Care Services and experienced ICU RNs on nights.

Virginia Mason: Announced Ann Bailey, who was a manager at VM and has moved into a recruiter position. Filled inpatient Rehab position. Implementing a new applicant tracking system in 1-1.5 months (Oracle I-Recruitment). Have taken on all of their new grads for the year. OT and PT are hard to fill.

Stevens: Acting CEO accepted a two-year contract. The Wellspring Group is doing an audit of all of their operations. They are looking at revamping their billing system and marketing differently. Two years to projected turnaround. Need ICU and ER RNs, Director-ICU and ER, Clinical Manager-ICU and Clinical Manager-ER.

St. Joe's-Bellingham: May have a recruiter position opening up. Filled OR Director. Manager and CNS in OR are still available. Need Critical Care float RNs on nights (x5). Hired a bunch of new grads. PT and PT are still tough.

Emeritus: Kelly Wilcox is moving to Premera.

UWMC: Census has been high, so vacancy rate is low and not many positions in budget, but still have travelers. Need Med/Surg ICU Nurse Manager. Search firm has been no help. ARNP with Heart Transplant experience is hard to fill. Need experienced Med/Surg, ER and ICU RNs. Have a few new grad openings still. Going to a new applicant tracking system (RecruitMax) for the whole system effective 8/4.

Northwest: It is likely that a merger with Swedish will occur within the next six to twelve months. It is unlikely that there will be a recruiting presence on Northwest's campus. Need CNS-ER, Manager-Rehab, PACS Administrator, Manager-DI over CT, MRI and X-Ray, finance people, Lab Techs and an evening Environmental Services Supervisor with national certification. Summer RN residency is full. Starting a CNA residency. WSAHCR membership applications and dues are due this month. Send payments to Scott Erickson (Northwest); be sure to write his full work address as written on membership application form.

Evergreen: Need Clinical Manager-Hospice/Home Health, Supervisor-Hospice, Team Leaders-Home Health (x2) and Manager-ICU/Med/Onc. Sent out 1,800 postcards to PTWA advertising Home Health PT openings and have received 3 resumes and several phone calls so far.

Washington Healthcare Careers: Still working on a new website. Have had over a million hits this month and over 10,000 unique visitors a month

Highline: Reps from Highline and the Occupational Skills Center are going to observe the youth fair at OHSU in Portland in October. OHSU is able to charge for their fair and has to limit the attendance to 1,000 students. Highline will apply for grants for their youth fair next year. Need a CNO (current individual is retiring in October). Filled Employee Health position. No new grads needed.

Bernard Hodes: Monster.com is enhancing their healthcare offerings and will be running a large TV campaign from August through November. Our very own Amita Sall (Children's) will do two spots (one 15-second and one 30-second) which will run during the Olympics. It will be good coverage for the Seattle area. Monster is also doing radio spots from August through September.

MultiCare: Nurse Camp started last Monday. 30 high school students participated. New surgical tower opened last month. Need OR Director, OR Educator, Director-Case Management, PT, OT and Nuclear Medicine. Still hiring new graduates. Rita Wilson is moving from recruitment back into clinical.

Kadlec: Only three travelers throughout the house. Need Critical Care and ED nights. New post-surgical unit opens in October. Need Assistant Director of Nursing (outpatient) and Same-Day Surgical Services Manager, CIS Specialists with RN license and systems-specific experience (x2). Will train two NICU staff RNs for advanced practice Neonatal NP position. Need PTs-PTs-PTs!!!

Valley General: JCAHO is coming in September. Need PT, Director-Quality and Education, RNs and ARNPs in Geropsych and a Benefits Specialist/HRIS Coordinator in HR (further detail about this position can be seen on the WSAHCR website).

The Everett Clinic: Filled Director-Comm. Cancer Center. Need Nursing Supervisor-Oncology (no management experience needed) and part-time Infection Control RN. Will train their own recent Rad Tech grads for open evening and weekend MRI Tech position. Received about 20 applications for Vascular Tech position (about 1/3 in state and 3 with experience).

Jefferson General Hospital (soon to be Jefferson Healthcare): Need PT, Speech Therapists and Scrub Techs.

NurseWeek/Nursing Spectrum: Phil Guarrera is replacing Ken Ramirez (who moved to education). Our very own Dana Hall (Franciscan) will be on the cover of this week's issue! The virtual career fair was a big success. The next one will take place on October 5<sup>th</sup>. The next issue deadline (editorial focus on Critical Care) is Friday, 7/23. The Portland Career Fair is August 5<sup>th</sup> and the next Seattle Career Fair is November 11<sup>th</sup>. And thank you very much to Carolyn and Phil for the Cold Stone Creamery gift certificates.

## 5. **Committee Updates:**

Website Planning Committee: The website is no longer in staging. The actual website can be viewed at: [www.wsahcr.org](http://www.wsahcr.org). The member section is password-protected. The user name is "members" and the password is "healthcare". Thank you very much to the Website Planning Committee for putting together such a valuable resource!

Education Retreat Planning Committee: The Education Retreat this year will take place on Friday, November 5<sup>th</sup> at Anthony's in Gig Harbor. The location

holds up to 100 people and the space is no charge as we purchase food. NurseWeek has agreed to cover the cost for both the breakfast (scones, fresh fruit, coffee, teas, etc.) and lunch (Caesar salad, chicken, salmon, etc.). Thank you to NurseWeek for this generous gesture! Speakers will need to be their own laptops and projectors. The Education Retreat Planning Committee is arranging speakers for fun/motivational, legal and sales/marketing/diversity presentations.

6. **NAHCR Conference and Certification:**

Jill Cartwright won the national certification at the last meeting, but is unable to attend the NACHR Conference. If anyone else is planning to attend and hasn't registered yet, please contact Eugene Reed immediately.

7. **Door Prize:**

TMP donated the door prize for this meeting. It was a gift certificate to Nordstrom. Shanna Taylor (Overlake) was the winner. Good Sam volunteered to provide the door prize for our next meeting. "Congratulations" to Shanna and "Thank You" to Good Sam!

8. **New Business:**

The group will need to determine a meeting location for next year's meetings.