

Washington State Association of Health Care Recruitment Meeting Minutes November 5, 2004

1. **Attendees:**

Jessika Groce, Evergreen	Tari Pierce, Bayard
Cathy Ivers, Harborview	Carol Reiten, UWMC
Keri Mizell, Group Health	Erin Hovey, Franciscan
Terry Slosson, Group Health	Dana Hall, Franciscan
Spencer Vaden, Cascade Valley	Julie Saboc, Legacy
Nancy Hamilton, Stevens	Philip Guarrera, NurseWeek
Tisha Freer, TMP	Patrick Dempsey, NurseWeek
Tom Zinser, Bernard Hodes	Paul Rogers, Bernard Hodes
Joanne Harmon, State of WA	Dana Hall, Franciscan
Rhonda Gibbs, State of WA	Kathy Salmen, Virginia Mason
Debby Griswold, State of WA	Shanna Taylor, Leisure Care
Jennifer Ashford, Evergreen	Jon Morgan, Providence
Valerie Albano, Regional	Louis Vong, TMP
Carol Felix, The Everett Clinic	Scott Erickson, Northwest
Janet Johnson, Kadlec	Jill Cartwright, Northwest
Amita Sall, Children's	Roxane Johnson, Gentiva
Valerie Williams, Children's	Kay Weiss, Sun Healthcare
Mary Davis, Children's	John Greenland, The News Tribune
Neal Thompson, WHC	Carol Lemings, Good Sam
Beverly Young, Jefferson	Evelyn Marivold, Good Sam
Maribeth Culpepper, Overlake	Julie Wood, Multicare
Judy Shorr, UWMC	Jennifer Shotwell, FHCRC/SCCA
Carol Altschul, Virginia Mason	Christina Baron, FHCRC/SCCA
Sandy Haeberle, Bernard Hodes	
Jennifer Yeatman, MultiCare	

2. **Roundtable:**

Virginia Mason: Did an internal career fair on 10/15 which was a great success; need Critical Care RNs, and Critical Care and Pre-Op Managers; increased volumes in Cardiac Surgery and Intermediate Care Unit.

UWMC: Need Critical Care Nurse Manager with a BSN, Rehab Nurse Manager, Pain CNS, ICU RNS and ER RNs; very busy; new web process moving along.

Franciscan: Filled Director-Acute Care Services position, Director-ER position and Gene's position (individual is starting on Tuesday); need Critical Care, ER and Med/Surg and unit-based educator in Critical Care; new Hospice House opening; training Coordinator and Nursing Informatics Specialist should be filled by Christmas; unit-based Educator in Perioperative almost filled; lots of construction.

Legacy Health System: 220-bed hospital in Clark County due to open in July or August 2005; need everything!

Everett Clinic: Supervisor-Oncology open since March; might hire an internal nurse who's been interim since March; new Sleep Center opened yesterday; 22 or 23 positions have been filled and 15 came from Providence Sleep Center in Everett; no RNs positions open currently.

The Regional Hospital: need Critical Care RNs; Director-Patient Care Services filled; expanding hospital.

Evergreen: Need a Medical Records Manager (HIM), PT and OT staff, Hospice and Home Health management, finance/billing staff, Float Pool RNs and night shift Special Care Nursery/Intensive Care Nursery RNs; implementing Cerner Meditech in February.

Department of Veterans' Affairs: Long-term care facilities (3); 240-bed SNF opens in March; need oncall RNs, LPNs and CNAs and one physician.

Stevens: Need ICU and ER nights and an OR Clinical Manager; filled all Med/Surg openings; in a turn-around stage, so lots of change; consultants recommend an additional full-time recruiter.

Cascade Valley: Started a campaign in June to encourage Med/Surg nurses to train to Critical Care; now all Critical Care positions are filled and all Med/Surg positions have been filled with new graduates; hired new Sleep Lab Provider.

Group Health: Need Director-Eye Care, one new staff within recruiting department, Associate Director and several Nurse Managers.

Harborview: Web-based system still challenging, but improving; need OR, ER, ICU, one CRNA and Nurse Care Coordinator-Neuro; will hire limited new graduates; 20 Nursing Technicians hired this month.

Kadlec: Named second Planetree hospital in Washington (see www.planetree.org for more information); received authorization for patient tower; need HIM Director; five per diem RNs hired into NICU recently!

Children's: Launching Lawson next month; will implement HR/Payroll module first; launching big diversity campaign (goal of organization); need Transcription Manager (again!); usually hire a lot of new graduates, but right now Surgical will only talk with BSN new graduates with Nursing Technician experience and Medical has no openings; overrun with students doing clinicals; need PICU RNs since increasing from 17 to 26 beds.

Washington HealthCare Careers: Passed out "business cards"; information on the website for hospitals' education departments.

Jefferson Healthcare: Need PT, OT and ST, Mammo, Surgical RN and House Coordinator.

The PolyClinic: Need Vascular Ultrasound Tech, LPNs, 3 RNs (no evenings or weekends since it's a clinic), MAs and a Manager for the Surgical Center, Endoscopy and GI; new scheduling software implemented.

LeisureCare: Need two Health and Wellness Directors in California (RN or LPN or even new graduates); experienced Management Chef in Idaho Falls; will need staff in Toronto soon (breaking ground now).

Providence-Olympia: Need Rehab and Home Health and a Telemetry CNS at St. Peter; Pharmacy and Diagnostic Imaging are not doing too badly; Outpatient Surgery at St. Peter is joining with a physician group.

Northwest: Board of Directors turned down Swedish's offer; have had shockingly high turnover because employees were nervous about layoffs; still need a PACS Administrator; also need finance/accounting people, ER RNs, an ER CNS and a Rehab Unit Manager.

Gentiva Home Health Services: Opened new specialty clinic services.

MultiCare: Will only honor application forms effective in November; will not replace two recruitment FTEs who transferred; new FTE Review Committee will review all positions (replacement and new); need Director-HIM.

FHCRC/SCCA: JCAHO just came and audit was very successful; revamped Employee Referral Program; need CNS-Oncology for SCCA and statisticians; Public Health Sciences building opened for FHCRC; had another Nobel Prize winner.

Tacoma News Tribune: Please visit SouthSoundJobs.com; WorkSource and others doing a job fair on April 20, 2005; did a drawing for free advertising and the winners were: Christina Baron (FHCRC/SCCA), Jennifer Shotwell (FHCRC/SCCA) and Valerie Albano (The Regional Hospital).

SunBridge: Need LPNS and RNs for west side of mountains, Unit Coordinator for Everett and Staff Development Coordinator for Everett (ADNs, new graduates or LPNs acceptable); grant for CNA to Res. Aide going well with more than enough applicants.

Good Sam: New Cancer Center opening in January 2005; having an Open House in ICU on December 10; no ICU openings today; need Patient Care Coordinator-Cancer Center, CNS-Critical Care, PT-Inpatient, Ultrasound and Echo.

Overlake: Busy and crazy; need Critical Care Manager, Manager-Oncology and Manager-NICU; cardiac unit is “on fire”.

3. **2004 WSAHCR Annual Education Retreat:**

This meeting was the 2004 WSAHCR Annual Education Retreat. The following three educational presentations were made:

- Motivation at Work, Karen Barrows
- Diversity in Health Care: Where Is It?, Sandy Haeberle
- Marketing and Selling: What to Know and How to Close, Sandy Haeberle

For a hard copy of the presentation slides for either of Sandy Haeberle’s presentations, please contact Sandy directly. An electronic copy of “Missing Persons: Minorities in the Health Professions (a Report of the Sullivan Commission on Diversity in the Healthcare Workforce)”, which Sandy mentioned in her diversity presentation, is being sent with these meeting minutes. We would all like to give huge thanks to Tari Pierce and the others on the Education Retreat Planning Committee for organizing such a wonderful event!

4. **Treasurer’s Report:**

WSAHCR Account

Beginning Balance	\$7,160.07
Deposits	
Membership Dues	\$350.00
Withdrawals	
Flowers for Gene Reed	\$45.53
Ending Balance	\$7,464.54

Additional Deposits

<i>Gene Reed scholarship</i>	<i>\$380.00</i>
------------------------------	-----------------

<i>Total Account Balance</i>	<i>\$7,844.54</i>
------------------------------	-------------------

Petty Cash Account

Beginning Balance	\$ 6.93
Deposits	\$0.00
Withdrawals	\$0.00
Ending Balance	\$ 6.93

Update on Eugene Reed's Fund

- \$2,500 will be donated by NAHCR.
- \$1,500 will be donated by Franciscan as an organization.
- Please make checks out to WSAHCR (for now), specify that they are for Gene's fund and get them to Scott Erickson.

5. Door Prize:

Washington HealthCare Careers donated the door prize for this meeting. Janet Johnson (from Kadlec) was the winner. No one has volunteered to provide a prize for the next meeting yet. "Congratulations" to Jen and "Thank You" to Washington HealthCare Careers!

6. Next Meeting:

Date: Wednesday, January 12, 2005
 Time: 9:00am-12:00pm
 Location: Group Health Cooperative
 Administrative and Operations Campus
 Administrative South Building (ASB), Room 105
 12501 E Marginal Way S
 Tukwila, WA 98168-2559