

**Washington State Association of Health Care Recruitment
Meeting Minutes
May 11, 2005**

1. **Attendees:**

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|------------------------------|------------------------------|
| Maribeth Culpepper, Overlake | Linda Montgomery, Providence |
| Jessika Groce, Evergreen | Jon Morgan, Providence |
| Jennifer Ashford, Evergreen | Nicole Nishihama, Polyclinic |
| Patrick Dempsey, NurseWeek | Kay Weiss, Sun Healthcare |
| Mary Davis, Children's | Jill Cartwright, Northwest |
| Kathy Salmen, Virginia Mason | |
| Judy Shorr, UWMC | |
| Kelly Campbell, Premera | |
| Scott Erickson, Northwest | |

2. **Announcements:**

Jon Morgan (Providence): Jon introduced Linda Montgomery, Providence's new Nurse Recruiter.

Kelly Campbell (Premera Blue Cross): Kelly is returning to the WSAHCR group.

Maribeth Culpepper (Overlake): Maribeth has returned to Nurse Recruiting at Overlake.

Judy Schorr (UWMC): Judy let the group know that the NAHCR Recruiter Handbook went to press on May 6th. The WSAHCR chapter will order one copy (\$150.00). Also, in the summer of 2007, the NAHCR conference is scheduled to take place in Seattle!

Patrick Dempsey (NurseWeek): Patrick gave an update of NurseWeek publications and their Nursing Excellence Awards.

3. **Approval of Last Meeting Minutes:**

March 2005 meeting minutes were reviewed and approved without any changes.

4. **Treasurer's Report:****WSAHCR Account**

| | |
|----------------------------|------------|
| Beginning Balance | \$8,139.54 |
| Deposits (Membership Dues) | \$50.00 |
| Withdrawals | \$0.00 |
| Ending Balance | \$8,189.54 |

Gene Reed Scholarship Account

| | |
|--------------------------|-------------------|
| <i>Beginning Balance</i> | <i>\$2,835.00</i> |
| <i>Deposits</i> | <i>\$0.00</i> |
| <i>Ending Balance</i> | <i>\$2,835.00</i> |

Total Account Balance **\$11,024.54**

Petty Cash Account

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

5. **Roundtable Report:**

Sun Health: Apprenticeship program is very successful; the program audit went very well.

Evergreen: Need Nurse Practitioner-Pelvic Health, PACS Administrator, RNs and Rehab staff; implementing PTO on January 1st, 2006; implementing time and attendance program; recently went live with MediTech; ground-breaking ceremony on May 18th.

UWMC: Need Nurse Managers-ICU and Rehab, Advanced Registered Nurse Practitioners-Liver Team and Prostate Oncology, and Assistant Nurse Managers-Dermatology at Roosevelt and Refractive and Cosmetic Surgery at Roosevelt Clinic.

Virginia Mason: Need Nurse Managers-Critical Care and Telemetry/Post Procedure Care Unit, experienced RNs in Intermediate Care, and OTs/PTs; have all new grads that we need.

Premera: Strongly recommends joining the Northwest Recruiters' Association, which hosts two evening socials per year and four educational

luncheons per year; they have about 120 members; corporate membership is \$500 and individual membership is \$100; check out their website at nwrecruit.org.

Northwest: Job fair held at the hospital was very successful; about 40 people attended; 2-3 hires have been made so far; changing systems from McKesson Star to Siemens; need a Pharmacist Technical Coordinator experienced with PIXIS and back-end systems and Critical Care RNs; hired new ER Manager; hired new CFO; now Director-Patient Financial Services and Accounting Manager can be filled!

Providence: Home Health PTs are especially difficult to fill; St. Peter sold outpatient surgical center to a group of surgeons; hospital is part owner and they are still working out the details; expanding the Neuro business; specialty RN areas (ICU, ER, OR) are basically full; need Med/Surg RNs, especially Tele, Educator-Perianesthesia (Bachelor's degree required), Director-Emergency Services, Manager-Surgical Services (main OR) and Manager-Chemical Dependency and Crisis Services; Educator-Tele will start in mid-June.

Polyclinic: Need Medical Receptionists, Patient Service Reps, per diem OR and PACU RNs, RNs in Triage and Pediatrics, full-time Cardiology RN, part-time Treadmill RN, Nurse Manager and two Practice Managers-subspecialty clinics, Business Office positions and MAs; current \$2,500 sign-on bonus not helping; may start doing pre-employment testing (computer skills, multitasking, etc.).

Children's: Need RN-Liver and Bowel Transplant; doing another ICU residency in September (one year acute care Peds experience or adult ICU experience required); hired 30 experienced ICU RNs since January; no Med/Surg or Hem/Onc jobs open for new graduates; required that our five sponsored students for SPU's nurse camp be "diverse" high school students this year.

Overlake: Doing a nursing leadership restructure; every nursing unit will have a Nurse Manager, so adding Nurse Managers; need Director-Surgical Services, Manager-OR (current internal is interim), Critical Care RNs on nights and ED RNs.

6. **New Business:**

Special Presentation:

Linda Tieman, RN, MN, CHE, Executive Director of the new Washington Center for Nursing (WCN), gave a presentation titled "It's About Washington's Health" describing the genesis, mission, members,

accountabilities, etc. of the WCN and then made herself available for questions. Copies of her hand-outs can be received by contacting Jessika Groce (Evergreen). Also, a copy of the Washington State Strategic Plan for Nursing can be viewed on the WCN website at (www.WACenterforNursing.org).

Gene Reed Fund:

A request was made that Maribeth Culpepper (Overlake) send an email out to the membership requesting volunteers to form a subcommittee to develop guidelines to manage the money in the Gene Reed fund. If you have interest in this subcommittee, please contact Maribeth.

Educational Retreat:

Planning for the November educational retreat is about to begin. NurseWeek has agreed to provide financial support as usual. A request was made that Maribeth Culpepper (Overlake) send an email out to the membership requesting volunteers to form a subcommittee to plan the retreat. A recommendation was made that Mark Berry, DWT Attorney, be considered as a retreat speaker on FLSA wage and hours updates. Another request was made that it be arranged that HRCI credit be made available for attendees. Mary Davis (Children's) volunteered to be on the subcommittee. If you have interest in this subcommittee, please contact Maribeth.

Drawing for NAHCR Conference:

Several of the WSAHCR members whose names were drawn for the NAHCR conference were unable to attend. Jessika Groce (Evergreen) will send out an email requesting volunteers. The free conference registration will be given out on a "first-come, first-served" basis.

WSAHCR Website:

Shawna Bertold (Bernard Hodes) is setting up an option on our website so we can send emails to the group from there. This should eliminate the issues that we have been experiencing. Also, our chapter website is now included on the NAHCR website.

Election of New Officers:

During the month of July, we will need to vote for new WSAHCR officers. A request was made that it be arranged so that members can vote on our website.

7. **Door Prize:**

We did not draw names for a door prize during this meeting.

8. **Next Meeting:**

Date: Wednesday, July 13, 2005

Time: 9:00am-12:00pm

Location: Group Health Cooperative
Administrative and Operations Campus
Administrative South Building (ASB), Room E-106
12501 E Marginal Way S
Tukwila, WA 98168-2559