

# Washington State Association of Health Care Recruitment Meeting Minutes July 13, 2005

## 1. **Attendees:**

Jessika Groce, Evergreen	Kristi Rizzs, Overlake
Sandi Squires, MultiCare	Stacy Riden, Valley General
Lesley Jones, MultiCare	Kathy Salmen, Virginia Mason
Michael Drayer, Bernard Hodes	Mary Pirnke, Virginia Mason
Tom Zinser, Bernard Hodes	Michele Chacon, Virginia Mason
Leah Lockyer, Bernard Hodes	Diane Wysocki, Virginia Mason
Jennifer Ashford, Evergreen	Beverly Young, Jefferson
Spencer Vaden, Cascade Valley	Mary Davis, Children's
Becky Petersen, Group Health	Carol Reiten, UWMC
Dodie Williams, Group Health	Scott Erickson, Northwest
Patrick Dempsey, NurseWeek	Neal Thompson, WAHCC
Judy Shorr, UWMC	Roxanne Johnson, Gentiva
Maribeth Culpepper, Overlake	Jaylene Lyle, Gentiva

## 2. **Announcements:**

We would like to say a special “thank you” to NurseWeek for providing treats for our July meeting!

Bernard Hodes introduced two new employees – Mike Drayer and Leah Lockyer. Please help us welcome Mike and Leah!

Congratulations to Judy Shorr for passing the National Association for Health Care Recruitment (NAHCR) Credentialing Exam at this year's conference!

WSAHCR dues were due on July 1<sup>st</sup>. Attendees who have not yet paid can print a form from the website ([www.wsahcr.org](http://www.wsahcr.org)). The website login is “members” and the password is “healthcare”.

Carolyn Erickson sends her greetings to the group. She is now working for a new nurse magazine called ModRN Nurse Magazine.

Lesley Jones (MultiCare) will be starting an MHA program in the fall!

Congratulations to Kathy Salmen (Virginia Mason) who has recently passed the SPHR certification. Also, she is the “HR Business Partner for Nursing”, so

she will no longer be recruiting or attending the WSAHCR meetings. We will miss you, Kathy!

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

May 2005 meeting minutes were reviewed and approved with one change: the NAHCR Conference will be in Seattle in 2009 (rather than in 2007 as indicated in the meeting minutes).

4. **Treasurer's Report:**

**WSAHCR Account**

Beginning Balance	\$8,189.54
Deposits	\$0.00
Withdrawals	
Recruiter's Handbook	\$150.00
Jennifer McAuley-NAHCR	\$650.00
Stacey Riden-NAHCR	\$650.00
Ending Balance	\$6,739.54

**Gene Reed Scholarship Account**

<i>Beginning Balance</i>	<i>\$2,835.00</i>
<i>Deposits</i>	<i>\$250.00</i>
<i>Ending Balance</i>	<i>\$3,085.00</i>

**Total Account Balance** **\$9,824.54**

**Petty Cash Account**

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

5. **Roundtable Report:**

MultiCare: Nurse Camp was this week; residencies start this Monday and August 1<sup>st</sup>; 15+ Rad Techs positions are currently open; will have a Recruiter opening in the fall at Tacoma General due to Lesley starting her MHA program!

Northwest: New ED Manager stepped down from position and is moving to a different unit at Northwest; named a new Controller yesterday; need PT, DI, Lab and a Foundation Grant Writer (must have extensive professional writing skills); PACS is up and running beautifully; construction continues.

Evergreen: Senior VP-Patient Care Svcs is leaving; VP-Marketing, Planning and Business Development is open; VP- Medical Affairs was just filled; Director-Rehab was filled; need Director-Care Management and Manager-Accounting; residencies (about 15) start on August 1<sup>st</sup>; expecting to implement PTO and Time and Attendance both on January 1<sup>st</sup>; nursing leadership and education have both gone through reorganizations; construction continues; Tenant Support Program (providing care for developmentally-disabled adults) has transitioned to another company.

Cascade Valley: Director-Surgical Services has two consultants working right now; Sleep Disorder Center needs two Polysomnographers and a Sleep Tech; Spencer Vaden was asked to also take on Physician recruiting.

Group Health: CEO retired; new CEO is in place; major restructures are expected to occur; the Vice President-HR is retiring in late December; have engaged a search firm for that position; the head of Labor Relations is also open because both Employee Relations people have left; have engaged a search firm for that position as well; the recent article in the newspaper did not portray Group Health very positively; need ER RNs; it is now less than three years until the Eastside Hospital closes, so there has been high turnover.

NurseWeek: Deadlines for the next issue (7/15) and the ER Specialty Book (7/21) are approaching quickly!

UWMC: Need Director-Surgical Services, Nurse Managers in Rehab and Critical Care, ARNPS in ER Fast Track and Liver Care and Dermatology, and Liver, Lung and Kidney Transplant Coordinators; huge construction is going on; there will be a new regional heart center; blood draw, gift shop, outpatient pharmacy, espresso, etc. are all affected by the construction; new WSNA contract begins on July 1<sup>st</sup>.

Overlake: Need Director-Surgical Services, Perioperative CNS and Director-Cardiac Svcs; have an interim Manager-OR right now; consultant and national search firm is in place right now; two residency programs are starting May to August (28 total); have backfilled with 28 Nursing Technicians; construction continues; new tower opens December 2007; adding 90 new beds; there is now a liaison between Overlake and Group Health to assist with the transition.

Valley General: About to negotiate with 1199 in December; need CFO, Admitting Manager, and Medical Records Manager; have filled the Director-

Behavioral Health Svcs, Rehab Manager and Director-Marketing; new internal medicine clinic opening (first outpatient clinic for our hospital!).

Virginia Mason: Will be doing two residencies in addition to the regular – OR and PacLab residencies; 20 CNAs are graduating from an in-house program; implementing computerized Provider Order Entry; permanent full-time Physician Recruiter open.

Jefferson: Need ACU RNs, ACU Director, ICU Director, OT and SLP; have four applicants for the Nurse Executive position; financials are better.

Children's: Believes that hospitals need to do more succession planning and forecasting; Magnet process means writing a lot about the recruitment process; August 1st-5<sup>th</sup> is Nurse Camp for 11 high school kids; need Bowel and Liver Transplant RNs and Rehab Director (the previous individual died on July 3<sup>rd</sup>); RN vacancy rate is low; relocation assistance is being called into question now; considering 9-month contracts for RNs with pay and benefits spread over 12 months.

Gentiva: No management positions open; need PTs.

WAHCC: Search engine results are very good.

## 6. **November Educational Retreat**

Mary Davis (Children's), Beverly Young (Jefferson) and Bernard Hodes have agreed to plan the retreat. Sandy Haeberle (Bernard Hodes) did a presentation at NAHCR on Recruiter Competency, which the group felt was excellent. Tim Richardson also did a very good motivational presentation at NAHCR. The committee may consider one of these speakers for the retreat. NurseWeek has agreed to provide the food for the retreat.

## 7. **New Business:**

### **Review of NAHCR Conference:**

The conference was well-attended with excellent presenters/speakers and a really unbelievable awards banquet. There were close to 70 exhibitors. Pictures will be up on the NAHCR website soon. Interestingly, each region of the country has equal membership. The Western region meeting at the conference was great (and packed!). 17 members of WSAHCR attended the conference. Our chapter would like to do more public service projects. Mary Davis (Children's) recommended that we all bring travel-size toiletries to the November retreat for those hospitals that provide them to families in need.

**Discussion of Radio Advertising Proposal:**

The radio station (KBSG 97.3 Oldies) is running a cooperative healthcare recruitment radio campaign. They will need a minimum of eight hospitals to participate. It is a one-year program and they hope to start it on August 1<sup>st</sup>. There is also a direct mail portion of the program.

**Election of New Officers:**

The group needs to elect new officers. Over the next few weeks, voting will be done via email or through our website. All positions are open for nominees.

**8. Next Meeting:**

Date: Wednesday, September 14, 2005  
Time: 9:00am-12:00pm  
Location: Group Health Cooperative  
Administrative and Operations Campus  
Administrative South Building (ASB)  
12501 E Marginal Way S  
Tukwila, WA 98168-2559