

# Washington State Association of Health Care Recruitment Meeting Minutes September 14, 2005

## 1. **Attendees:**

Jessika Groce, Evergreen	Kevin Hoyt, JWT
Nancy Hamilton, Stevens	Cathy Ivers, Harborview
Jon Rheinheimer, Stevens	Kathy Hare, Harborview
Margaret Gill, Samuel Simmonds	Carol Reiten, UWMC
Barb Kaufman, Skagit Valley	Judy Shorr, UWMC
Lesley Jones, MultiCare	Dana Hall, Franciscan
Sandi Squires, MultiCare	Erin Davis, Franciscan
Scott Copenhaver, NAS	Jill Johnson, Franciscan
Tom Zinzer, Bernard Hodes	Lance Babb, Franciscan
Patrick Dempsey, NurseWeek	Evelyn Martitvold, Good Sam
Philip Guarrera, NurseWeek	Carol Lemings, Good Sam
Mike Drayer, Bernard Hodes	Jennifer Ashford, Evergreen
Beverly Young, Jefferson	Neal Thompson, WAHCC
Laurie Tinker, Harrison	Bertha Hoepfner, WAHCC
Michelle Wright, JWT	Jill Cartwright, Northwest

## 2. **Officer Election Results:**

The election results are final and our new slate of WSAHCR officers are as follows:

- Dana Hall (Franciscan), President
- Stacey Riden (Valley General), Treasurer
- Jessika Groce (Evergreen), Secretary

WSAHCR does not currently have a President-Elect in place. Any volunteers for the office should speak with Dana Hall. However, we will maintain the position of President-Elect, as opposed to Vice President, in our by-laws because we strive to maintain consistency with the NAHCR by-laws whenever possible. In 2006, the membership will develop a slate of new officer nominees during the March meeting, so that a vote can occur during the May meeting. New officer positions become effective in July each year. In the future, WSAHCR will send both the current President and the new President (going into office in July of that summer) to the NAHCR conference.

3. **New Attendee Introductions:**

Please welcome new member Margaret Gill who works at Samuel Simmonds Memorial Hospital in Alaska and lives in Seattle.

Please welcome new member Bertha Hoepfner with Washington Healthcare Careers.

4. **Announcements:**

Erin Hovey (Franciscan) has changed her name to Erin Davis.

The upcoming Medical/Surgical conference was moved from New Orleans to Las Vegas. Phil Guarrera (NurseWeek/Nursing Spectrum) will email the details to the group.

Thank you to NurseWeek for bringing snacks to the September meeting!

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

July 2005 meeting minutes were reviewed and approved with no changes.

6. **Treasurer's Report:**

**WSAHCR Account**

Beginning Balance	\$9,824.54
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Deposits

Membership Dues	\$950.00
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Withdrawals

Check to Golden Steer Steak and Rib House	\$100.00
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Ending Balance	\$7,589.54
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**Gene Reed Scholarship Account**

<i>Beginning Balance</i>	<i>\$3,085.00</i>
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*(No activity)*

<i>Ending Balance</i>	<i>\$3,085.00</i>
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<b>Total Account Balance</b>	<b>\$10,674.54</b>
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**Petty Cash Account**

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

7. **Metrics Online Program:**

Kevin Hoyt, from JWT Employment Communications, presented the new Metrics Online Program to the group. The program will allow hospitals to compare their metrics/statistics to other regional/local hospitals and other healthcare organizations. Kevin distributed detailed packets, which include more information on the program, answers to Frequently Asked Questions and cost information. Kevin will email the presentation slides to Dana Hall to distribute to the group. For further information, please contact Kevin Hoyt directly at (206) 623-2620 x212 or Kevin.hoyt@jwt.com.

8. **Roundtable Report:**

UWMC: Hired Rehab Nurse Manager (Anne Bailey from VM); need ICU Nurse Manager, Director of Surgical Services, ARNPs, Wound/Ostomy CNS and ER RNs with at least one year in Tele; lots of construction still occurring; 4<sup>th</sup> magnet application due to ANCC at end of year; experienced Critical Care nurses are hard to find; still receiving applications from new graduates.

Harborview: Rehab staff nurse of the year will be honored at conference and at HMC; also, an HMC nurse was a regional winner and national finalist at the NurseWeek Nursing Excellence Awards; need OR RNs and OR Educator; eight new ORs scheduled to open in three years.

Jefferson: Need Sleep Clinic Director and part-time and per diem RNs.

Harrison: New CEO hired ten months ago; hired VP-CNO, VP-HR, VP-General Counsel, Director-OR, Director-ICU and Director-IS; need Risk Manager and Informatics; now Harrison Medical Center; growing Open Heart program; have a new Marketing person now; strategic plan will be rolled out soon (Vision 2010): ER and ICU are doing pretty well; need L&D and OR.

Bernard Hodes: Hired an Account Coordinator; need Account Manager and Account Director; may set up a job board to recruit people rebuilding lives after Hurricane Katrina.

NurseWeek/Nursing Spectrum: Hurricane Katrina editorial coverage in magazine and on website; Johnson and Johnson is linking their website to NurseWeek's coverage of the hurricane; email addresses available through

NurseWeek to reach victims; circulation is 1 million RNs nationally; Houston career fair is coming up; Critical Care Specialty Guide closes Thursday; Careers Book is distributed to 41 career fairs across the country; Pathways comes about approximately the first of the year and is distributed to 200,000 RNs; Nursing Excellence issue deadlines a week from Friday; unlimited job postings can be updated for you.

Skagit Valley: \$80 million new outpatient facility had ground-breaking; need Pharmacists, Critical Care RNs and Speech-Language Pathologists.

Samual Simmonds: JCAHO is coming; hired a Graphic Designer to promote the hospital with a general campaign; struggling terribly with Pharmacists; \$11 million new hospital opening in 2011, which will double beds from 14 in current hospital (130 employees, 23 RNs, 5 RN vacancies).

MultiCare: Imaging openings to catch up with expansion; filled OR Director; need ED Director and Critical Care RNs; entry-level recruiting fairs at hospitals coming up; new recruiter started.

Stevens: Need Pharmacists, Director of Pharmacy, Lab, Clinical Manager-Med/Ortho, RN ER Trauma Coordinator and Clinical Educator (one person), Critical Care and ER RNs, Med/Surg; two weeks into 1199 RN negotiations; filled Clinical Manager-Psych Services.

Evergreen: Need experienced L&D RNs, Critical Care RNs, Manager-Lab, Manager-Accounting, Sr Vice President of Patient Care Services, Vice President of Marketing, Planning and Business Development, and Sonographers; still 200 openings; filled Training Specialist, Director-Lab, Director-IT and four Clinical Nurse Educators; PTO starting January 1<sup>st</sup>; Time and Attendance starting 2<sup>nd</sup> quarter of 2006; construction continues on target to open new ED in January 2007.

Washington Healthcare Careers: Have been working with schools for four years now; targeting Google, Yahoo and MSN top rankings.

Northwest: Need night shift Critical Care RNs, evening and night shift ER RNs, Deep Brain Stimulation ARNP, Pharmacy, OT and still some needs in Patient Financial Services; filled ER Manager.

Good Sam: Interim CEO now in place; OR residency starting; ER Director and Manager and Oncology Director and Manager all needed, but interims in place; need Med/Surg night RNs, RNs to work in finance (3 positions), PT and SLP.

Franciscan: Need OT/PT, Med/Surg and Critical Care RNs, ER RNs at all three facilities, one Vice President, OR Manager (x2), ER Manager (x2), ER

Educator (x2), Oncology Manager and night Oncology RNs; lots of expansion occurring; ACC expanding by 11 beds, CCU expanding by 14 beds, Med/Surg residencies (53!) started in August; filled Clinical Nurse Manager - Critical Care internally; opened inpatient Hospice unit in January; hiring a new recruiter to help with Allied Health, Lab, etc.; L&D residency running

9. **2006 Meeting Location**

The 2006 WSAHCR meetings will take place at Evergreen Hospital Medical Center in Kirkland, WA. As usual, the meetings will take place the second Wednesday of every other month starting in January from 9:00am to 12:00pm, with the exception of the November meeting, which will be replaced with an educational retreat. Jessika Groce will research the cost of providing the members with a breakfast buffet and NurseWeek, Bernard Hodes and NAS may assist with the cost. It was brought up the July date will be a conflict for several members, so we may need to change it.

10. **November Educational Retreat Update:**

Information about the retreat is now posted on the website ([www.wsahcr.org](http://www.wsahcr.org)). It will take place on Friday, November 4, 2005 at the Golden Steer Steak 'N Rib House in Kent, WA. Please register online by October 21, 2005. NurseWeek has volunteered to sponsor the lunch. The planning committee has also included the Oregon group in the invitation.

11. **Website Email List Update:**

Stacey Riden will provide an updated WSAHCR membership list to Mike Drayer (Bernard Hodes) who will then create an email alias for the group, as well as an archive of emailed conversations.

12. **Gene Reed Scholarship Committee:**

A committee has been formed to establish the guidelines for distributing the funds that have been donated to the Gene Reed Scholarship Fund. The committee will also develop fundraising ideas in order to maintain the program. The volunteer committee members are as follows:

- Dana Hall, Franciscan
- Erin Davis, Franciscan
- Jill Johnson, Franciscan
- Judy Shorr, UWMC
- Nancy Hamilton, Stevens

13. **Door Prize:**

The September door prize was a beautiful tea gift basket donated by Washington Healthcare Careers. The lucky winner was Carol Reiten (UWMC).

November door prizes will be donated by both Franciscan and Washington Healthcare Careers. Thank you very much for volunteering to bring a gift!

14. **Next Meeting (Educational Retreat):**

Date: Friday, November 4, 2005  
Time: 9:00am-3:00pm  
Location: Golden Steer Steak 'N Rib House  
23826 104<sup>th</sup> Ave. SE  
Kent, WA 98031