

# Washington State Association of Health Care Recruitment Meeting Minutes May 10, 2006

## 1. **Attendees:**

Jessika Groce, Evergreen	Jon Rheinheimer, Stevens
Scott Copenhaver, NAS	Judy Shorr, UWMC
Lisa Seavey, NurseWeek	Carol Reiten, UWMC
Phil Guarrera, NurseWeek	Linda Lindbergh, PeaceHealth
Neal Thompson, WAHCC	Jennifer McAuley, PeaceHealth
Kathryn Wade, Providence St. Peter	Barb Kaufman, Skagit Valley
Mary Fatica, Public Health	Mary Pirnke, Virginia Mason
Carolyn Erickson, ModRN Nurse	Diane Wysocki, Virginia Mason
Stacey Riden, Valley General	Carol Altschul, Virginia Mason
Carol Felix, The Everett Clinic	Mary Davis, Children's
Kay Weiss, Sun Healthcare	Carol Wieltschnig, VAPSHCS
Carol Lemings, Good Sam	Renee Braun, VAPSHCS
Evelyn Maritvold, Good Sam	Michael Drayer, Bernard Hodes
Dana Hall, Franciscan	Lindsey McCallum, Bernard Hodes
Jill Johnson, Franciscan	Valerie Albano, The Regional Hospital
Lance Babb, Franciscan	Miriam McDonald, Highline
Nancy Hamilton, Stevens	Sandy Jones, Madigan Army

## 2. **New Attendee Introductions:**

Welcome to the following new members:

- Sandy Jones, Nurse Recruiter, Madigan Army Medical Center
- Lindsey McCallum, Bernard Hodes Group
- Lisa Seavey, Sales Manager-Northwest, NurseWeek

## 3. **Announcements:**

Thank you very much to ModRN Nurse Magazine for sponsoring the breakfast at the May group meeting!

Jennifer Ashford (Evergreen) is the proud mother of beautiful baby girl Katelyn Jayne Ashford born Sunday, April 9<sup>th</sup> at 4:05pm. Katelyn weighed 7 pounds, 5 ounces and was 21 inches long.

Carol Lemings (Good Samaritan) will be transferring from her Clinical Recruiter position to a Staff Nurse position effective this Friday, May 12<sup>th</sup>. We will all miss having you in our group, Carol.

4. **Digital Camera Discussion:**

Dana Hall (Franciscan) brought up the question about whether or not we should purchase a digital camera for the chapter. Dana felt that a digital camera would help us to document our activities for our “NAHCR Chapter of the Year” effort. The chapter agreed that we should purchase a digital camera. Stacey Riden (Valley General) agreed to research digital cameras and email the group with the top three options with a maximum cost of \$300.

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

March 2006 meeting minutes were reviewed and approved with one change. Linda Anderson, the 5<sup>th</sup> alternate drawn for the NAHCR Image Conference Registration, was mistakenly listed as a JWT employee. Linda actually works for Franciscan. The corrected meeting minutes will be posted on the website.

6. **Treasurer’s Report:**

**WSAHCR Account**

Beginning Balance	\$8,788.64
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Deposits

Membership Dues	\$100.00
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Withdrawals

NAHCR Conference Registration (President)	\$700.00
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Ending Balance	\$8,188.64
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**Gene Reed Scholarship Account**

<i>Beginning Balance</i>	<i>\$5,585.00</i>
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*Deposits*

<i>\$0.00</i>
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*Withdrawals*

<i>\$0.00</i>
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*Ending Balance*

<i>\$5,585.00</i>
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**Total Account Balance**

<b>\$13,773.64</b>
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**Petty Cash Account**

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

**7. NAHCR Image Update:**

Judy Shorr (UWMC) gave an update on the next National Association of Health Care Recruitment (NAHCR) annual conference. The 2006 conference will take place in Boston from July 11<sup>th</sup> through July 15<sup>th</sup>. Visit the website ([www.nahcr.com](http://www.nahcr.com)) to become a member or to see the conference brochures. Judy routed around a copy of the conference brochure. She shared that a second hotel was needed to accommodate all of the conference attendees. She also mentioned that there is an excellent subway transportation system in Boston, which is inexpensive and easy to maneuver.

**8. Licensure Process Presentation:**

Paula Meyer, Executive Director-Health Professions Quality Assurance, Washington State Department of Health, gave a presentation on the healthcare/clinical licensure process in Washington. For copies of her PowerPoint slides, please contact Jessika Groce (Evergreen).

**9. Upcoming Fall Retreat:**

The following volunteers agreed to participate on a Retreat Planning Committee:

- Dana Hall (Franciscan)
- Carol Altshul (Virginia Mason)
- Carolyn Erickson (ModRN)
- Linda Lindbergh (St. Joseph)
- Scott Copenhaver (NAS)

The tentative dates set by the group in attendance at the meeting were October 27<sup>th</sup> (primary) or November 3<sup>rd</sup> (alternate). NurseWeek will sponsor the cost of the lunch at the retreat. NurseWeek, Bernard Hodes and NAS will each provide one guest speaker. It was also decided that there will be a silent auction at the retreat to raise money for the Gene Reed Scholarship fund. The

committee will meet regularly and then provide reports back to the group at the association meetings.

10. **Officer Elections:**

Dana Hall (Franciscan) is willing to hold the office of President for one more year. Stacey Riden (Valley General) is willing to hold the office of Treasurer for one more year. Jessika Groce (Evergreen) has already completed the maximum allowed two-year term as Secretary, so she will be stepping down from that office. The offices of Vice President, Secretary and Member-at-Large (x2) are available. It was requested during the meeting (and will be followed up by an email request to the rest of the members) that nominations be emailed to Jessika Groce by the end of the day on Wednesday, May 31<sup>st</sup>.

11. **Door Prize Raffle:**

The July door prize (a \$50.00 Visa gift card) was donated by Franciscan and won by Linda Lindbergh (St. Joseph). Thank you very much to Franciscan for donating the prize! In place of a door prize drawing for July, Washington Health Care Careers will donate a mug for each member attending the next meeting.

12. **Round Table:**

Good Samaritan: Need Cardiovascular Ultrasound; filled ED Manager; have a strong candidate for OR/PACU Manager; need RNs.

Sun Healthcare: Mercer Island Care and Rehab is increasing acuity, so need more RNs; Whittier Care and Rehab needs RNs; Workforce Development growing.

Valley General: Nurses voted to ratify 1199 contract; no retro pay; Support Services (also SEIU) begins negotiations in the Fall; need Director-Quality and Education, ARNPs in Geropsych and RNs.

ModRN Nurse Magazine: First Career Guide published; next deadline in early August.

Madigan Army: Need RNs in all areas.

St. Peter Hospital: Need 12 Critical Care RNs, Telemetry RNs, Director-Float Pool and Director-Surgical Acute Services.

Highline: Need Critical Care RNs, PACU Manager, Home Health Manager, Surgical Manager, Magnet Coordinator, and new Nurse Navigator position; planning for 2009 new ED tower; starting wage and benefits opener on RN contract.

WAHCC: Have a new logo and tagline: “Helping People Help People.”

NurseWeek: Launched 5<sup>th</sup> season of NurseWeek TV.

NAS: Launched “Top Performance Recruiting Class.”

Regional Hospital: Need Clinical Educator, Critical Care RNs; will have residency spots soon; filed Certificate of Need for increase from 27 to 35 beds.

VAPSHCS: Need Critical Care, OR, ED and Bone Marrow Transplant RNs; Seattle location needs Renal Dialysis; expanding General Internal Medicine unit.

Children’s: No jobs available for new graduates, even for those who received tuition assistance from Children’s; “Promise of Nursing for Washington State” gala raised \$510,000; nsna.com is managing the money; High School Nursing Camp will take place from July 17<sup>th</sup>-21<sup>st</sup>; have been losing people to free-standing clinics.

Virginia Mason: Second in-house Nursing Assistant Certified (NAC) training program completed; launching in-house Medical Assistant (MA) training program.

Skagit Valley: Need night Nursing Supervisor; new dress code implemented.

St. Joseph’s-Bellingham: Time and Attendance implemented; Pharmacy redesign; acquired Ortho clinic on May 1<sup>st</sup>; Named one of “100 Top Hospitals” from Solution; need Pharmacy Director, Respiratory Therapy Manager, Lead Respiratory Therapist for nights and Clinical Nurse Specialist-ICU; increased from 15 to 24 beds in ICU.

UWMC: 4<sup>th</sup> Magnet visit scheduled for June; negotiating with WSNA now; belt-tightening budget-wise; need ED Nurse Manager, ICU, ED and OR RNs, Assistant Director-Cardiovascular and Nurse Manager-Rad/Onc; getting overloaded with residency applicants.

Stevens: Restructure in Lab; need Director-Labs, Pharmacists with compounding experience, two part-time House Supervisors (one evening and one night) and Critical Care and ED RNs; went live with Position Manager

and very pleased with it; lay-offs affecting about 70 employees; no new graduate openings.

Evergreen: Filled Director-Critical Care and Emergency Services; need Critical Care, NICU and Chemo RNs, Director-Surgical Services, Director-Women's and Children's, Director-Medical Records; last steel beam went up on construction; API Time and Attendance project roll-out beginning.

Franciscan: PACS Administrator and Pharmacy Supervisor positions filled; need IT positions, Supervisor-OR and Critical Care RNs; mass hiring new graduate RNs.

13. **Next Meeting:**

Due to the fact that the July meeting is scheduled during the National Association of Health Care Recruitment (NAHCR) conference, the meeting was changed to the following:

Date: Wednesday, July 26, 2006  
Time: 9:00am-12:00pm  
Location: Evergreen Healthcare  
12040 NE 128<sup>th</sup> St.  
Kirkland, WA 98034  
Room: Tan 100/101

For driving directions, please email Jessika Groce at [jgroce@evergreenhealthcare.org](mailto:jgroce@evergreenhealthcare.org).