

# Washington State Association of Health Care Recruitment Meeting Minutes July 26, 2006

## 1. **Attendees:**

Jessica Groce, Evergreen	Anna Lwanga, JWT
Allison McMahan, Evergreen	Shalyn Bartell, JWT
Scott Copenhaver, NAS	Jill Cartwright, Northwest
Kathy Dodaro, NAS	Scott Erickson, Northwest
Lisa Seavey, NurseWeek	Cathy Ivers, Harborview
Phil Guarrera, NurseWeek	Kris Gauntt, Kadlec
Laurie Tinker, Harrison	Angela Nelson, Kadlec
Linda Anderson, Franciscan	Judy Shorr, UWMC
Dana Hall, Franciscan	Carol Reiten, UWMC
Anna Lwanga, JWT	Linda Lindbergh, PeaceHealth
Mary Fatica, Public Health	Jennifer McAuley, PeaceHealth
Mary Davis, Children's	Mary Pirnke, Virginia Mason
Amita Sall, Children's/Brahma	Michele Chacon, Virginia Mason
Debbie Azpiri, The Polyclinic	Carol Altschul, Virginia Mason
Jen Hanlon, The Polyclinic	Margaret Gill, Samuel Simmonds (AK)
Stacey Riden, Valley General	Tonja Hughes, Bernard Hodes
Carol Felix, The Everett Clinic	Michael Drayer, Bernard Hodes
Gracie Lozano, Auburn Regional	Tom Zinzer, Bernard Hodes
Melinda Bess, Auburn Regional	Dekarla Dumas, MultiCare
Matthew Allore, Good Sam	Kylene Peterson, MultiCare
Evelyn Maritvold, Good Sam	Lorri Sensel, MultiCare
Spencer Vaden, Cascade Valley	

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

Welcome to all new members!

## 3. **Announcements:**

Thank you to Neal Thompson of Washington Healthcare Careers for sponsoring today's breakfast, and also for providing the beautiful coffee mugs for all attendees today.

Thank you to Scott Copenhaver with NAS for offering to sponsor next meeting's breakfast.

**WSAHCR Elections:**

Dana Hall continues for a second year as President.

Jessica Groce is now President-Elect.

Stacey Riden continues for a second year as Treasurer.

Cathy Ivers is the new Secretary.

Judy Shorr is member-at-large, WSAHR.

**NAHCR Elections:**

Judy Shorr is President-Elect of NAHCR.

**Other:**

Sept. 13 meeting will be at Evergreen.

Looking at 2007 to perhaps alternate meeting locations – looking into possibility of staying at Evergreen for 3 meetings, and 2 meetings could be at a south end hospital location (St. Joe's, Good Sam, Multi-Care?).

Dana will email the group with the 2007 locations.

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

May 2006 meeting minutes were reviewed and approved with one change. In the Treasurer's Report – a withdrawal of \$700 was listed as NAHCR Conference Registration for the President – actually it was for sending Spencer Vaden.

5. **Treasurer's Report:**

**WSAHCR Account**

Beginning Balance	\$8,188.64
Deposits	
Membership Dues	\$325.00
Withdrawals	\$ .00
Ending Balance	\$8,513.64

**Gene Reed Scholarship Account**

<i>Beginning Balance</i>	<i>\$5,585.00</i>
<i>Deposits</i>	<i>\$0.00</i>

<i>Withdrawals</i>	<i>\$0.00</i>
<i>Ending Balance</i>	<i>\$5,585.00</i>
<b>Total Account Balance</b>	<b>\$14,098.64</b>
<b>Petty Cash Account</b>	
Beginning Balance	\$ 6.93
Deposits	\$0.07
Withdrawals	\$0.00
Ending Balance	\$ 7.00

6. **NAHCR Image Update:**

Members who attended this year's National Association of Health Care Recruitment (NAHCR) annual conference in Boston in July gave their comments, reported that it gave a wealth of information, there was definitely a lot to learn, the employment law seminar was great, the vendor fair was very informative. In Boston, 33 more people received their certification which now brings the total number to 131. There were 275 total attendees at this year's conference. 2007 will be in Denver, 2009 will be in Seattle. For the 2009 conference, WSAHCR will be involved. As WSAHCR President, Dana Hall attended a meeting at NAHCR on running a local chapter – Judy Shorr chaired this meeting (as NAHCR President-Elect). Details from this meeting to be emailed to all members from Judy.

7. **Employment Law Presentation:**

Kathleen Dodaro, Ph.D., NAS Recruitment Recruitment Communications, gave a presentation on Employment Law. She provided handouts highlighting her presentation. For copies of this handout, please contact Cathy Ivers, WSAHCR Secretary.

8. **Upcoming Fall Retreat:**

Carol Altschul gave an update on the fall retreat – it is scheduled for Fri., Oct. 27, 9am-4pm, at Salty's at Alki.

Agenda includes speakers – Judy Berg, NurseWeek; Sandy Haeberle, Bernard Hodes are each confirmed; and the 3<sup>rd</sup> is tentatively Billy Stream,

“Professional Humor Dude”, of “No More Peeing in the Pool” (contingent upon finding a sponsor for this speaker).

Silent auction to benefit the Eugene Reed Scholarship Fund. Michael Drayer and Neal Thompson will coordinate/facilitate the silent auction, Judy Shorr volunteered to assist as well if needed.

Also need to find a sponsor for Jeopardy.

Like last year, there is opportunity to donate toiletries and paperback books to Children’s Hospital at the retreat (also can bring to any WSAHCR chapter meeting).

Let Carol know by the end of Sept. if you will be attending the retreat so she can finalize the head count for the reservation.

## 9. **Round Table:**

Franciscan: Need nurses.

Valley General: Stacey handles all hospital recruitment.

Cascade: Ortho needs; just filled Director of Surgical Services.

Kadlec: 2 Director slots open – Materials Management & Plant Ops.; also – O.R. Clinical Educator.

Jefferson: Needs RN Supervisor, Home Health; also RNs needed including surgical RNs.

Children’s: Anita announced she is leaving her employment manager position with Children’s to head up a new company – Brahma Talent Group. Mary Davis said she has nurse openings in O.R., critical care, and that she just did 2 nurses camps – via SPU and their own as well.

Samuel Simmonds (AK): they are OK with nurses currently, they do have needs for medical technologists (3 FTEs and 3 openings).

UWMC: CC & OR needs. Sad news is that their CNO is resigning. Also have CEO opening. Challenges now are to find ED Nurse Manager, and Assoc. Directors for Cath Lab/EP and for Surgical Services.

MultiCare: Clinic Coders are hard to find right now.

Polyclinic: Job list has grown a lot – currently have 30-35 openings.

Auburn: Melinda has 7 years experience in HR, but is new to healthcare; she is Auburn;s sole recruiter, she is hoping to find mentors and buddies in WSAHCR (let us know how we can help, Melinda!).

Northwest: Needs include critical care nights; and CNS. Announcement – Scott Erickson has a new son – congratulations, Scott! Also, Northwest’s new HR Director still looking at drug testing.

Everett Clinic: Need nurses in many areas, need sleep techs, currently a lot of internal turnover.

St. Joseph’s-Bellingham: Clinical Educator needs in med-surg and O.R.; also need CNS in maternal-child.

Harborview: Expansion mode, busy with ICU and OR consortiums, ED needs; needs for experienced ARNPs and PA-Cs.

Evergreen: Very busy! 225 open positions for 2 ½ recruiters; 150 new positions posted this year; growing from 21 bed ED to 42 bed ED (opens Jan. ’07). Only 1 management position open currently – Director, Women’s/Children’s. Successful recruitment with national on-line advertising – hired 6 NICU nurses; chemo nurses; now offering \$10,000 sign on bonus for hard-to-fill positions; also \$5000 employee referral program.

Virginia Mason: New program for senior nursing students – 8 week work opportunity – not a Nurse Tech or a Patient Care Tech. Position – more of a mentored relationship, paid comparably to nurse tech position, allowed to give some meds, successful so far.

Gentiva: RN & PT needs.

Harrison:

No nurse manager needs currently. All well. Big challenge is 4 implementations in 9 months with on-line systems – i.e. employment application system, continuing ed program, etc. Also EPIC and Cerner. Explosion in IT Dept. Will add 60-100 beds in the next 2 years. Employee engagement big topic – employee satisfaction.

## 10. **Next Meeting:**

Date: Wednesday, Sept. 13, 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 Cathy Ivers at [civers@u.washington.edu](mailto:civers@u.washington.edu).