

Recruitment Committee Report
December 9, 2016

Clinical Director

I am pleased to announce that we have extended an official employment offer to Donna Ransmiere of Wells River, VT for the position of Clinical Director. She has verbally accepted our offer; this will be followed by a signed letter of acceptance. Full employment will be contingent upon reference and background check.

Donna is a trained social worker and has practiced in several FQHC's in VT both as a clinician and as an administrator over the past decade. She has extensive experience with electronic medical records and is a certified *eHealth Specialist*. As part of the VITL initiative, she implemented different EMRs in multiple primary care practices across VT. She brings incredible organizational skills, drive and enthusiasm to this position.

We had a total of eight applicants for the position of Clinical Director of which four were invited for interviews (one declined). Of the three interviewed, Donna was the top candidate recommended to the Executive Committee for approval. The Executive Committee was unanimous in their decision to offer her the position. I will expand upon our process in my verbal report out but I would like to extend a special thanks to the interview team for giving up a Saturday and other countless hours of deliberation. They are: Brenda Eastman, Alice Schori, Mike Samson, and Karen Ewer-Gray.

Dental Director and Medical Director

Bi-State reports that they are currently screening qualifications for 11 dental directors and 4 medical directors. They did forward one candidate for Medical Director, who I had two separate conversations with, but because loan repayment is a major driver for this candidate he has taken himself out of consideration.

We will be conducting a group interview this Sunday with a local family medicine physician who is interested in the Medical Director position.

In addition, I have had ongoing discussions with a pediatrician who is interested in as working as a part-time staff physician. Having a pediatrician on staff is important for our communities as well as our relationship with the Cardigan Mountain School. He is uniquely qualified for this role. We will be conducting a group interview with him next week.

Currently I am in discussion with two candidates for Dental Director; one with extensive experience both in private practice and FQHC's and another who will graduate from dental school this spring. The latter received high reports from the staff of the Red Logan Dental Clinic where he did a 12-week rotation.

I had previously reported to the Board that competition for family practice physicians has become particularly intense in VT and NH in the last 12-months. Market demand has resulted in upward pressure on salary ranges so we will need to be prepared to pay a premium over our budget.

Scott Berry – Recruitment Chair