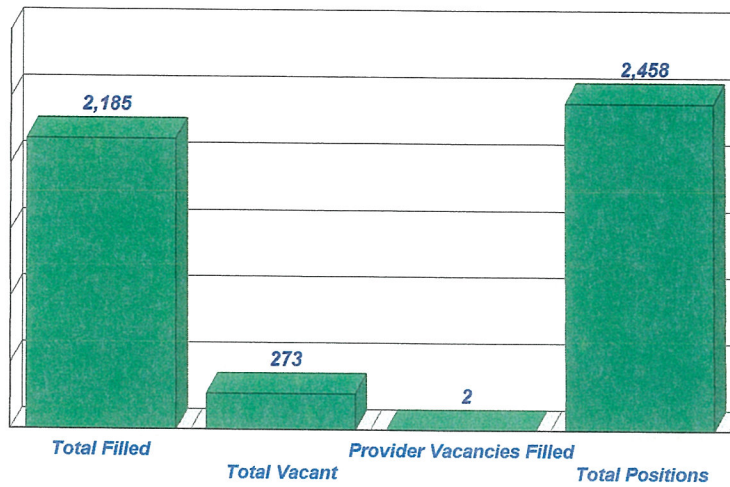
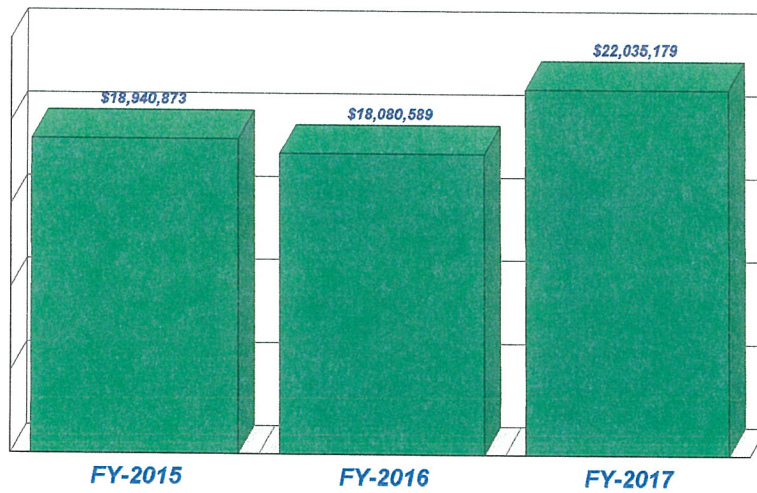


Staffing Trend March 2017

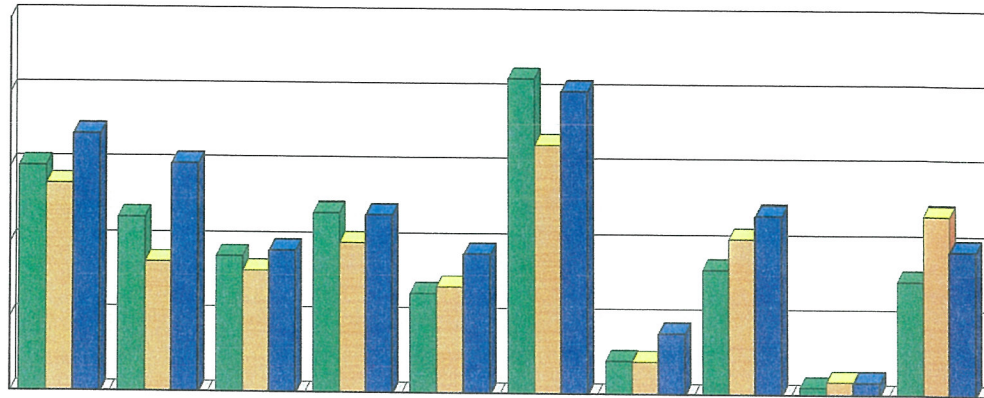


Total Third Party Revenue Comparison (Health Centers/Dental services only) OCTOBER -FEBRUARY (FY2015-FY 2017)





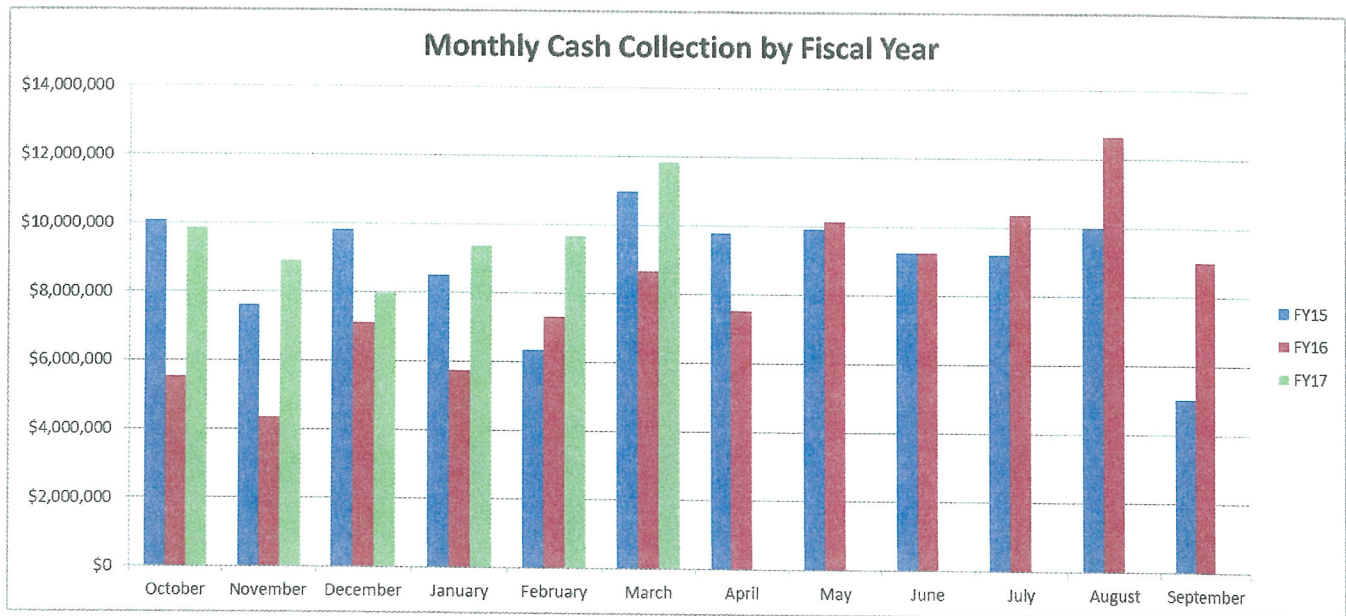
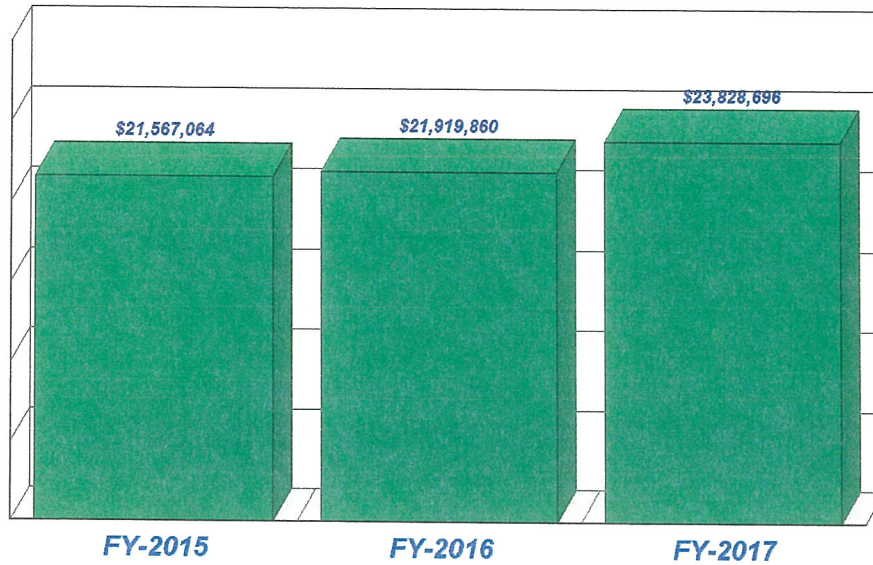
Third Party Revenue by Health Centers Thru OCT 2016-Feb 2017



	Stilwell	Sallisaw	Jay	Salina	Nowata	Muskogee	Ochelata	Vinita	Ga Du Gi	Dental
FY-2015	\$3,011,308	\$2,346,809	\$1,829,804	\$2,411,099	\$1,345,597	\$4,217,582	\$451,243	\$1,680,562	\$107,945	\$1,538,924
FY-2016	\$2,778,454	\$1,750,627	\$1,633,169	\$2,013,203	\$1,431,597	\$3,330,688	\$449,313	\$2,100,281	\$185,318	\$2,407,939
FY-2017	\$3,442,886	\$3,046,417	\$1,900,060	\$2,390,754	\$1,866,987	\$4,051,140	\$829,470	\$2,395,352	\$175,952	\$1,936,161



Third Party Revenue Comparison CN WW Hastings Hospital OCT-FEB FY2015-2017



2017 Affordable Care Act Enrollment Report			
	Educated	Applications	Enrollment
CNWWH Hospital	55	9	9
WP Mankiller HC	16	3	2
Three Rivers HC	134	2	1
Vinita HC	332	21	21
Redbird Smith HC	294	83	27
AMO HC	0	0	0
Sam Hider HC	25	4	2
Will Rogers HC	6	2	0
CN Behavioral Health	8	0	0
Cooweescoowee HC	0	0	0
Claremore IHS	17	10	9
Health Administration	2	2	1
October TOTALS	889	136	72

CHS Report as of March 31, 2017

CAN	Description	HASTINGS			STILWELL			SALLISAW			JAY		
		Paid	Open	Total	Paid	Open	Total	Paid	Open	Total	Paid	Open	Total
J50RW01	HASTINGS 01	58,054.22	124,887.00	182,941.22			0.00			0.00			0.00
J50RW02	MERP	80,341.97	52,135.97	132,477.94	13,339.18	9,831.62	23,170.80	34,216.98	19,077.43	53,294.41	14,352.41	514.00	14,866.41
J50RW03	INPATIENT	1,875,896.45	1,216,313.08	3,092,209.53	92,961.18	127,989.00	220,950.18	181,415.33	180,002.00	361,417.33	54,350.69		54,350.69
J50RW04	OUTPATIENT	1,827,567.41	2,808,579.59	4,736,147.40	336,484.39	939,040.58	1,275,524.97	345,680.23	612,199.00	957,879.23	299,330.23	367,246.00	666,576.23
J50RW05	SUBSTANCE ABUSE	201,203.02	59,904.09	261,107.11			10,645.00	40,875.00	2,750.00	43,725.00	5,415.00		5,415.00
J50RW06	BEHAVIORAL HEALTH	148,779.72	87,127.00	235,906.72			0.00	4,749.00	11,840.00	16,589.00			0.00
J50RW08	DENTAL	28,298.94	70,860.00	99,158.94	20.00	50.00	70.00			0.00	140.00	4,080.00	4,220.00
J50RW19	DIABETIC SHOES		8,725.82	8,725.82		903.28	903.28		5,731.26	5,731.26		3,809.28	3,809.28
J50RW47	5% INPATIENT	85,870.84	115,761.00	201,631.84	12,954.43	2,500.00	15,454.43	494.31		494.31	0.00	1,602.00	1,602.00
J50RW48	5% OUTPATIENT	27,214.82	23,131.00	50,345.82		301.00	301.00		13.40	25.00			0.00
J50RW49	5% DENTAL	98,296.00	22,195.00	120,491.00	116,430.88	32,750.00	149,180.88	108,591.06	46,270.00	154,861.06	58,147.58	35,045.00	93,192.58
J50RW50	5% VISION	210,209.91	47,134.32	257,344.23	70,767.81	15,337.42	86,105.23	77,982.77	13,884.00	91,866.77	47,930.14	4,234.00	52,164.14
	TOTALS	4,741,732.30	4,642,754.27	9,384,486.57	653,602.88	1,128,708.90	1,782,311.78	794,118.14	891,778.69	1,685,896.83	479,666.83	418,530.28	898,196.31

CAN	Description	SALINA			NOWATA			MUSKOGEE			VINITA		
		Paid	Open	Total	Paid	Open	Total	Paid	Open	Total	Paid	Open	Total
J50RW01	HASTINGS 01			0.00			0.00			0.00			0.00
J50RW02	MERP	61,484.76	2,798.00	64,282.76	23,599.63	4,076.00	27,675.63	3,035.19	2,189.00	5,224.19	26,425.59	25,596.00	52,021.59
J50RW03	INPATIENT	2159	7,200.00	7,221.69	424.39	3,750.00	4,174.39	17,076.11	20,100.00	37,176.11			0.00
J50RW04	OUTPATIENT	472,140.75	795,423.42	1,267,564.17	272,867.60	304,993.00	577,860.60	553,195.31	755,133.00	1,308,328.31	375,138.93	446,785.00	821,923.93
J50RW05	SUBSTANCE ABUSE	10,605.00	5,370.00	15,975.00	28,330.00	6,968.25	35,298.25	16,370.00	190.00	16,560.00	15,725.00	15,395.00	31,120.00
J50RW06	BEHAVIORAL HEALTH	19,305.00	4,340.00	23,645.00	2,145.00	12,562.00	14,707.00			0.00	2,145.00		2,145.00
J50RW08	DENTAL	440.00	100.00	540.00	20.00		20.00	7,670.00	12,130.00	19,800.00	2,787.00	140.00	2,927.00
J50RW19	DIABETIC SHOES		1,500.00	1,500.00		1,843.96	1,843.96		4,387.84	4,387.84		1,500.00	1,500.00
J50RW47	5% INPATIENT	20,418.28		20,418.28	65,260.84	9,338.00	74,598.84	4,998.32	17,300.00	22,298.32	25,416.28	7,850.00	33,266.28
J50RW48	5% OUTPATIENT	1,007.64	25,000.00	26,007.64	7,241.52		7,241.52	393.93	3,175.00	3,568.93	5,298.70	4,175.00	9,473.70
J50RW49	5% DENTAL	41,008.00	44,705.00	85,713.00			0.00	54,971.85	18,240.00	73,211.85	74,374.32	44,440.00	118,814.32
J50RW50	5% VISION	41,065.88	4,225.00	45,290.88	68,447.36	5,696.00	74,143.36	43,477.62	3,880.00	47,357.62	116,062.75	14,293.00	130,351.75
	TOTALS	667,497.00	890,661.42	1,558,158.42	468,336.34	349,218.21	817,554.55	701,153.93	836,723.84	1,537,877.77	643,373.63	560,130.00	1,203,503.63

CAN	Description	CLAREMORE			OCHELATA			TOTAL		
		Paid	Open	Total	Paid	Open	Total	Paid	Open	Total
J50RW01	HASTINGS 01			0.00			0.00	58,054.22	124,887.00	182,941.22
J50RW02	MERP	14,764.10	3,430.00	18,194.10	6,951.57	1,042.38	7,993.95	278,111.38	120,673.40	398,784.78
J50RW03	INPATIENT			0.00	3,954.78	50.00	4,004.78	2,226,099.63	1,555,404.08	3,781,503.71
J50RW04	OUTPATIENT	505,075.72	750,038.00	1,255,113.72	242,858.85	241,959.00	484,817.85	5,330,299.48	8,021,366.59	13,351,666.47
J50RW05	SUBSTANCE ABUSE	37,515.00	17,595.00	55,110.00	10,080.00	5,490.00	15,570.00	376,793.02	113,653.24	490,446.26
J50RW06	BEHAVIORAL HEALTH	7,150.00	5,200.00	12,350.00	5,450.00		5,450.00	183,723.72	121,069.00	310,792.72
J50RW08	DENTAL			0.00	70.00		70.00	39,445.94	87,360.00	126,805.94
J50RW19	DIABETIC SHOES		2,745.38	2,745.38		409.28	409.28		31,562.10	31,562.10
J50RW47	5% INPATIENT	18,648.27	2,463.00	21,111.27	4,283.02	1,600.00	5,883.02	238,344.59	158,414.00	396,758.59
J50RW48	5% OUTPATIENT	2,138.33	2,237.00	4,375.33	815.51		815.51	44,129.45	64,044.00	108,173.45
J50RW49	5% DENTAL			0.00	28,134.40	8,670.00	36,804.40	579,954.13	252,315.00	832,269.13
J50RW50	5% VISION			0.00	44,693.75	9,469.00	54,162.75	675,944.24	118,168.74	794,112.98
	TOTALS	585,291.42	783,698.38	1,368,989.80	346,821.88	268,709.66	615,531.54	10,036,699.80	10,768,913.65	20,805,613.45

	TOTAL				
	Budget	Paid	Open	Balance	Projected Annual Expense
COMPACT	28,219,616.00	7,843,622.59	9,910,087.07	10,465,905.94	35,507,420.12
SUB ABUSE	260,000.00	376,793.02	113,653.34	(230,446.36)	980,892.72
DIABETIC SHOES	350,000.00	0.00	31,562.10	318,437.90	63,124.20
5% DIVIDEND	6,500,000.00	1,816,483.79	713,611.14	3,969,905.07	5,060,189.86
Totals	35,329,616.00	10,036,899.80	10,768,913.65	14,523,802.55	41,611,626.90

Top Diagnosis by Clinic

Sam Hider HC	#	Total Visits	A MO HC	#	Total Visits
Essential (primary) hypertension	569	4454	Encounter for screening, unspecified	543	4073
Type 2 diabetes mellitus without complications	329		Type 2 diabetes mellitus without complications	464	
Nicotine dependence, cigarettes, uncomplicated	162		Essential (primary) hypertension	424	
Personal history of nicotine dependence	157		Vitamin D deficiency, unspecified	175	
Ochelata HC	#	Total Visits	Redbird HC	#	Total Visits
Essential (primary) hypertension	266	1984	Essential (primary) hypertension	534	4301
Type 2 diabetes mellitus without complications	200		Type 2 diabetes mellitus without complications	415	
Encounter for screening, unspecified	160		Type 2 diabetes mellitus with hyperglycemia	236	
Other hyperlipidemia	147		Encounter for immunization	186	
Ga Du Gi HC	#	Total Visits	Wilma P Mankiller HC	#	Total Visits
Acute maxillary sinusitis	111	366	Essential (primary) hypertension	612	4744
Acute maxillary sinusitis, unspecified	110		Type 2 diabetes mellitus without complications	366	
Allergic rhinitis due to pollen	67		Other specified diabetes mellitus without complications	255	
Allergic rhinitis, unspecified	33		Type 2 diabetes mellitus with hyperglycemia	210	
Three Rivers HC	#	Total Visits	Vinita HC	#	Total Visits
Essential (primary) hypertension	602	6891	Type 2 diabetes mellitus without complications	478	4454
Type 2 diabetes mellitus without complications	374		Essential (primary) hypertension	377	
Hyperlipidemia, unspecified	289		Generalized anxiety disorder	231	
Encounter for routine child health exam w/o abnorm find	280		Low back pain	154	
Will Rogers HC	#	Total Visits	WW Hastings HC	#	Total Visits
Essential (primary) hypertension	352	1966	Essential (primary) hypertension	1366	13152
Type 2 diabetes mellitus without complications	320		Type 2 diabetes mellitus without complications	837	
Hyperlipidemia, unspecified	238		Encounter for immunization	596	
Encounter for screening, unspecified	190		Encounter for supervision of normal pregnancy, unspecified	540	

Summary Highlights for the month of March, 2017

- **Cooweescoowee Health Center (CHC):** 148 new/re-activated charts; PHNs went to Skiatook Senior Center and Copan Senior Citizen Meeting and did blood pressure checks.
- **Vinita Health Center (VHC):** 119 new charts; Hosted the Chamber After Hours with a short presentation by Secretary of State Chuck Hoskin Jr. and Tribal Councilor Victoria Mitchell-Vazquez; VITA Tax Prep was on site for 2 days to assist patients and tribal members with 2016 tax completion; Blood drive with 25 donations; Staff from Administration and the Safety Officer attended Homeland Security FEMA training for Mass Casualty Incident response in Anniston, AL.
- **Will Rogers Health Center (WRHC):** Provided blood pressure checks for Delaware Tribal Seniors, Lenapah Seniors, Nowata Seniors and Washington County Seniors; Provided personal hygiene care baskets to the Lighthouse Homeless Shelter; Attended the OSU Community Meeting to support local families with nutrition and health education; Hosted a Health Fair at the South Coffeyville Grade School; Dietitians provided health education and healthy snacks to second-grade students at Union School and Kane Elementary School in Bartlesville; Provided dental hygiene and hand washing education to kindergarten students at Bartlesville; provided vaccines for the South Coffeyville Casino employees; Hep C education provided at the Lighthouse Homeless Shelter.

CN-WW Hastings Hospital- March, 2017

Announcements

- CNEMS is implementing Clinical Performance Improvement Measures with an eight week window to allow staff training and for assurance we are gathering the data needed. We will collect, analyze, and report data on a monthly basis for one year to establish a baseline. The focus will be on performance in the following areas:

appropriate scene time management, delivery of time-sensitive pre-hospital treatments, appropriate transport destination, and advanced ED notification for patients suspected of having a heart attack or stroke.

Achievements

- In March, we received our Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) results for December 2016 through February 2017. Our HCAHPS Summary Report indicates we are continuing to achieve significant improvement across all domains with our staff achieving top percentile scores in all domains except discharge information. HCAHPS is the first national, standardized, publicly reported survey of patients' perspectives of hospital care.

Patient Access

- The Emergency Department and Urgent Care provided care to 6,794 patients during March 2017 with a Left Without Being Seen (LWOBS) rate of 4.2%.
- Surgical Services performed 446 surgical procedures during March 2017. Surgical Services' current Performance Improvement project is First Case Start Time and we've seen improvement in the number of cases starting on time with 33% starting on time in March.
- Cardiopulmonary performed 82 In-Lab Sleep Studies and 30 Home Sleep Tests during March.
- Patient Transport transported 189 patients during March 2017.
- **Dental Services: Clinical visits** include Exams, Emergency Exams, Return Visits for Treatment, Diabetic Screenings, and Headstart Screenings: **8,500** clients served. **Scheduled Dental Examinations** for routine care: **2,616** clients were served. **Emergency Exams**- These are unscheduled walk in patients **1,262** clients served.
- **Emergency Medical Services**— the program transported **478 clients**; of those 347 were emergency transports. In addition **715** participants were trained at our facility.
- **Public Health Nursing**— provided **127** home visits, **55 in-hospital** post-partum checkups. In addition **346** patients were transported. Hastings Hospital PHN's had 936 patient encounters and Claremore Indian Hospital PHN's had 1028 (includes home visits, clinic screenings, classes, phone calls, and letters). The pre-Natal Coming of the Blessing classes are ongoing in Tahlequah servicing women from all counties.
- **JBC**— Served **23** clients; of those 14 were males and 09 were females. Staff attended the Trauma Competency Training in Knoxville, TN and held a residential staff meeting.
- **Dietary Services**—**629** clients were provided dietary counseling services. The services include Classes for DSME Classes; DM Classes; Weight Mgmt Classes; Employee Activity Committee Activities; DM Ancillary Clinic, Fitbit Challenge, Chronic Pain Program, Biggest Loser Team Captain, Run Club Distance Coach, Bonanza Wellness Sampling, Lunch and Learn on Labels, Meatless Monday, Trivia Tuesday, Walk Wednesday, Think your Drink Thursday, Bulletin Boards, Food Drive. MNT Classes: **4** -number of participants in the classes. Worksite or Community Classes/Presentations: **360 (# of participants)**.
- **Staffing Report**— Total positions: **2,458**; of these **2,185** (89%) are filled, 273 (11%) are vacant.
- **Diabetes Program Report**— 126 patients attended the Diabetes Self-Management Education classes in March 2017. **Diabetic shoes**— In March, the necessary changes to the EHR were made, and an email was sent to providers with the Revised DM Shoe Policy, which provided detailed information on what is required from them to get patients qualified for DM shoes. At the end of March, 50 patients had received appointments to be fitted for diabetic shoes. The annual IHS WebAudit data was submitted on March 15th for the "official" annual audit, which is a requirement of the SDPI Diabetes Grant. Submitted an application for accreditation to the American Association of Diabetes Educators (AADE) for the Cherokee Nation Diabetes Self-Management Education Program at Vinita
- **Health facilities** — Completed 135 called-in work orders, 95 preventative maintenance projects, and 14 Property Management work orders in March. Developed an ICRA (Infection Control Risk Assessment) for Cooweescoowee HC; Attended Health Risk Management, system-wide Infection Control meeting, and Patient Safety Meetings; Inspected Tahlequah Behavioral Health locations and Redbird HC; participated in the EMS CAAS annual site review; coordinated with the fire extinguish inspector to conduct both inspections on the Sam Hider HC concurrently; developed risk assessments for the elevator carpet replacement, the tile replacement in the primary care break room, and performed a parking lot repair resurface all at TRHC; developed a risk assessment for tile repair at CHC; planned a conversion of office space into exam rooms at AMO HC; met with an equipment planner for a joint venture project considering expanding their role; met Architects on WPMHC remodel

regarding final changes and code requirements; one employee was injured while on the job during this month. Health Services has a fleet of **145** GSA's and **15** Tribal Vehicles.

- **Community Health Promotion-** The program works directly with Cherokee communities, youths, and schools within the CN Jurisdiction to support healthy lifestyles and sponsors risk prevention. The program offered Smoking Cessation classes at various locations.
- **Community Recreation Center**
 - Total Members: 12,518
 - Revenue: \$4,415.00
 - Total Visits: 9,906
 - Total Group Fitness: 4,767
 - Total Child Watch: 886
- **Youth Risk Behavior Survey** – We are currently distributing surveys and collecting data.
- **Public Health Accreditation-** Cherokee Nation Public Health is PHAB accredited. We are the first tribal public health system to achieve this important milestone. We are now working under new standards (version 1.5) in preparing for re-accreditation. We are working on preparing documentation for Emergency Management, Strategic Plan, Workforce Development, Tribal Health Assessment, Tribal Health Improvement Plan and the Quality Improvement Plan. The Senior Director of Public Health submitted an article that has been published in the Public Health Journal JPHMP Direct entitled *Why National Accreditation Is Important To Tribes*.
- **Sequoyah County PHEs Mary Owl and Lacey Wallace-** PHE's instructed physical activity with CN Smoothie participants (approx. 11 participants); Biggest Loser competition still ongoing with the group loss total down to - 307.4lbs; offering short-but-intense cardio intervals, full body strength moves, and an extra dose of abs work for a full body workout on Wed nights; RBHC and Webbers Falls have running/walking group; Smoking cessation classes are being offered to patients and community at RBHC; delivered Tobacco Free signs to Brushy PS; Brushy has starter plants to sell to raise money for 4-H; some being sent to Gore and Roland Elementary schools; provided 10 Aero indoor hydroponic gardens for classrooms at Roland Elementary and dropped off salad bar items; BMIs at Marble City school; administered SHI (School Health Index) to Gore Elementary; Brushy community coming together with the school, Volunteer Fire, CN, and Community Org to improve health of the community through building a green house, raise garden beds, fitness center, track and walking trail for all.
- **Cherokee County – PHE Hillary Mead and Sonya Davidson** – PHE's attended Holiday Coordinators meeting, worked with communications department on advertising materials for walking group, attended Greenwood Elementary Fit Family Night, continuing to hold Step 2 It Walking and running group sessions, still in planning stages for the Red Fern Half Marathon, Lowrey received funds for tobacco free schools, plans are to work with SWAT team and farm-to-school funds to provide fresh fruits and veggies to cafeteria, Keys received funds for Tobacco free school (work with SWAT to promote 24/7 tobacco free using Put In Cups), completed BMI data collection on Keys and Grandview, updated School Health Index (SHI) with Lowrey and Keys, finished the Freedom from Smoking Cessation class, began teaching Healthy Native Program with 15 participants, assisted with TSETS national Kick Butts day at Sequoyah City Park, attended a Cancer Support Group Leadership Training in Albuquerque, NM, working with TSET to develop work plans and FY18 budget.
- **Adair County – PHEs Charlie Stilwell and Teresa Eagle-** PHE's helped out with BMI at Salina school, BMIs at Dahlongegah School, organized and prepared for the CC Camp run on the 25th, met with Debbie Newman, Tom Osburn, Gary Brown, and Kay Caughman at Cave Springs for the SHI, met with Grace Ferris and Donna Boecher from Stilwell Farmers Market to discuss projects for year 3 PICH, met with local farmer to loan a garden tiller and gave seeds, called Healthy Native Living applicants about the upcoming class and class preparation, met with Virginia Hamby at Rocky Mountain School to discuss raised garden beds, wanting to use Cherokee Language in signs for the bed to help students learn the language, met with Grace Ferris, Donna Boecher, Carla Hammond, and local farmer to discuss a raised bed at the Stilwell library, Farmers market to conduct children's classes on growing gardens, worked with locals on design, met with the Home economics teacher at Westville school about kitchen classroom materials she needs, met with Ray Ketcher at Cherokee Children's Mission to move

greenhouse, conducted first Healthy Native Living class with 8 participants, met with Thelma Leach at Rocky Mountain to deliver classroom garden materials.

- **Delaware/Ottawa Counties –PHEs Trisha Nichols and Cindy Tuder-**PHEs participated in farmers market planning for 2017 Afton and Fairland schools, cooks training planning for August in Grove, partnering with Fairland and Ottawa county farmers market for supplies and fees, Ottawa county cooks training meeting, Fairland school preschool taste testing fruits, Afton elementary planning their garden and green house, BMI done at Oaks and assisted in Salina, Dahlongah, YRBS done at Bartlesville and Claremore, leading training 3x per week with Kickin Asphalt, completed Grand Dam Run in Langley, began Diabetes Prevention Program classes at Sam Hider Health Center.
- **Mayes and Rogers Counties– PHEs Tony Ballou and Ronnie Neal -** PHE's attended collaboration meetings with Wickliffe Elementary school staff along with Mayes county HOPE members to discuss raised garden beds, working on upcoming seasons for Mayes and Rogers farmer markets, weeded Ballou community garden, facilitated first class on Diabetes Prevention class with 6 attendees, attended cancer support group training in Albuquerque, NM, assisted with SAFENET 5K and 10K with 130 participants, secured Spavinaw 5K race certification, directed Will Rogers 5K race with over 500 runners, assisted with CC camp 5K in Bell community, participated as YRBS facilitator at Bartlesville High school, helped conduct BMIs at Grandview, Keys and Salina elementaries, attended "train the trainer" workshop, began Healthy Native class at the AMO HC, administered YRBS at Claremore, 2 BMIs at Salina elementary and Grandview, cleaned Kiddy Park in Locus Grove.
- **Muskogee County – PHE Jason Shelor and Stephanie Buckskin-** PHE's prepared for Muskogee county farmers market, Braggs school garden project will begin in April, Warner schools are beginning greenhouse and garden projects, worked with Warner SWAT students to provide information about smoking and tobacco use to 300 middle/high school students, Cross communications prepared to move forward with revised tobacco policy, provided assistance to WIC on their current survey project, continuing to work with the chief pharmacist at TRHC on tobacco cessation, helping plan for Kay Lane Wellness Run, assisted with YRBS collection, continuing boot camp at TRHC with 92 participants, continuing to collect BMI information at area schools, Running/Walking 101 class continuing, Three Rivers Wellness Bonanza a success with 10 of 15 teams completing, Healthy Native program began, TRHC received Award of Excellence from the state, Muskogee county certified healthy brunch was held.
- **Washington/Craig/Nowata Counties – PHE Amy DeVore –** PHE's held Vinita FFA Environmental science class on water sampling, soil quality, erosion, pollution and other topics, held garden meeting at Jay community action agency for raised bed installation at Vinita High School, hosted YRBS at Claremore High School, did BMI at Dahlongah school, Nowata Boys and Girls club TRAIL students, planning and recruiting for the Diabetes Prevention Program.
- **Contract Health Services–** During the month of March 2017, CHS program processed **9,944 referrals** of those **9,760(98.1%)** were **approved** at the cost of **\$ 4,456,481**.
- **Behavioral Health Services—** A range of behavioral health Services were provided to **2,202** across **2,936** visits to Behavioral Health in March 2017. The services provided ranged from psychiatric services to rigorous psychological assessments to parent-child interaction therapy and include animal-assisted, individual, group, and marriage and family therapy.

February/ March 2017 Office of Professional Recruitment, Retention, and Credentialing

- Nan K. (Landes) McMahan, Physical Therapist (Jay)-Started 3/26

Completed candidates approved to start*:

- Carrie Haney, APRN (Stilwell)-start date 4/9

- Janelle Johnson, DO committed to Stilwell- start date 8/6/17
- Stephn Drywater, MD committed to EM WWH- start date 7/16/17
- Bobbie Mangrum, APRN (WWH) transferring from Cardiology to Primary Care 4/2
- Stephanie Bunch, APRN (WPM) transferring to WWH-Urgent Care 4/9

Pending candidates (LOC & pending processing/approval)

- APRN (Stilwell)-pending graduation
- MD (Sallisaw)-pending return of packet
- DO (WWH-Emergency Medicine)-PRN, April MEC
- APRN (WWH-Primary Care), April MEC

Recruiting for the following Vacancies (does not include vacancies where a candidate has been selected and is process):

Clinic Vacancies:

- Physicians: 8 (vacancies at all clinics, except Vinita & Stilwell)
- APRN: 1 in Jay, 2 for Nowata (conversion from physician) & 1 in Stilwell (Bunch transferred to WWH)
- Dental: 1 in Vinita

WWH Vacancies:

- Physicians: 2 R/FT in PC, 1 PNR in UC, & 1 PRN in EM
- CN Midwife: 1
- APRN: 1 R/FT in PC, 1 R/FT in UC & 3 PRN for UC
- Pharmacist: 1

Behavioral Health, and Physical Therapy- No Vacancies

Vacancy Rates

- Clinic Providers: 16.8%
- WWH Providers: 9.3%
- Total Providers: 12.5%
- Total Health Professionals: 7.7%

Turnover:

- Annual Turnover for Providers (Physicians & Mid-levels) is 5.4%
- Annual Turnover to date, Total CNHS Health Professional is 4.2%

Residents Recruitment Status

- Janelle Johnson committed to Stilwell, pending start 8/6/17
- Stephen Drywater committed to EM WWH, pending start 7/16/17
- DO pending commitment, deciding between Claremore IHS and Salina
- DO pending commitment, deciding between competitors, Ochelata or Jay.

New Recruitment Activity

- Participated in National Health Service Corps (NHSC), virtual career fair 3/21; power point presentation-Resulted in CN-midwife candidate
- Career MD Job Fair in OKC 3/23-Resulted in mostly specialties and APRN's
- Nowata- Experienced PA & APRN interviewed for Nowata end of month. Two new physicians interviewing for Nowata. Dr. Arnold for Nowata started medical application and then declined 3/24 for offer with Pawnees