

Meeting Name	Recruitment Retention Recognition Council		Council/Meeting Minutes
Location	Board Room and Microsoft Teams		
Date	12/16/2020		
Time	8:00 AM-9:00AM		
Conducted By	Judy Dillworth RN		
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action
Review of November Minutes Judy Dillworth			Reviewed and accepted.
Recruitment	This council venue changed to include MS teams. Marisol Antunez unable to attend; her boss, Donny Thomas sent information regarding Recruitment initiatives	There was a notable increase in attendance and participation at this meeting.	Microsoft Teams will be available moving forward to enable more nurses to participate. Donny Thomas will be participating in future meetings until Marisol can return.
Recruitment: Golden Ticket	Golden Ticket event: Judy requested that all members contribute a “selfie” for this virtual event.	Cheryl added that she will be presenting at the event with Heather Greene and Patricia Savage about orientation. Kelly Esposito added that she attended the Golden ticket last year with staff from the ED and Labor/Delivery. She said students were interested in the OR fellowship program.	All members asked to send Judy a 30-60second “selfie” to be displayed at the virtual Golden Ticket event.
Recognition: Certification	Cheryl shared that Phelps currently has 230 certified RNs (including per diem). Since we could not have an in-person event, Mary McDermott wrote an individualized letter to our certified nurses and will enclose a \$5 gift certificate to the Black Cow		Plan is for the nurse educators and nurse managers to present the 16 RNs who were certified in 2020 their “Certified” Badge Buddy and distribute the letters/gift cards from Mary to the certified nurses. Two gift bags will also be raffled.

Recognition Daisy Award Update	The date for the 3 rd recipient (3Q20) will be determined.		Recipient identified but date to be coordinated between the recipient, nominator and Tahler Cambriello to “pass the DAISY banner” to the 3 rd DAISY recipient. All members will be invited so stay tuned.
Retention	Debbie Lafaro commented that there were 7 resignations (4 were per diem, 1 was a nurse practitioner and 2 staff RNs).	Nancy Fox asked if reasons for resignation were available. Nancy also asked if exit interviews were conducted. Debbie said that Human Resources schedules exit interviews. Denise inquired about a float pool for RNs and techs to help cover sick calls. Cheryl explained that we do have flex staff in the specialty areas and are getting more RNs for 2N, 5N and 3C.	Debbie will obtain the reasons for resignation from the Human Resources department.
Meeting adjourned			Next meeting January 20, 2021 8a-9a