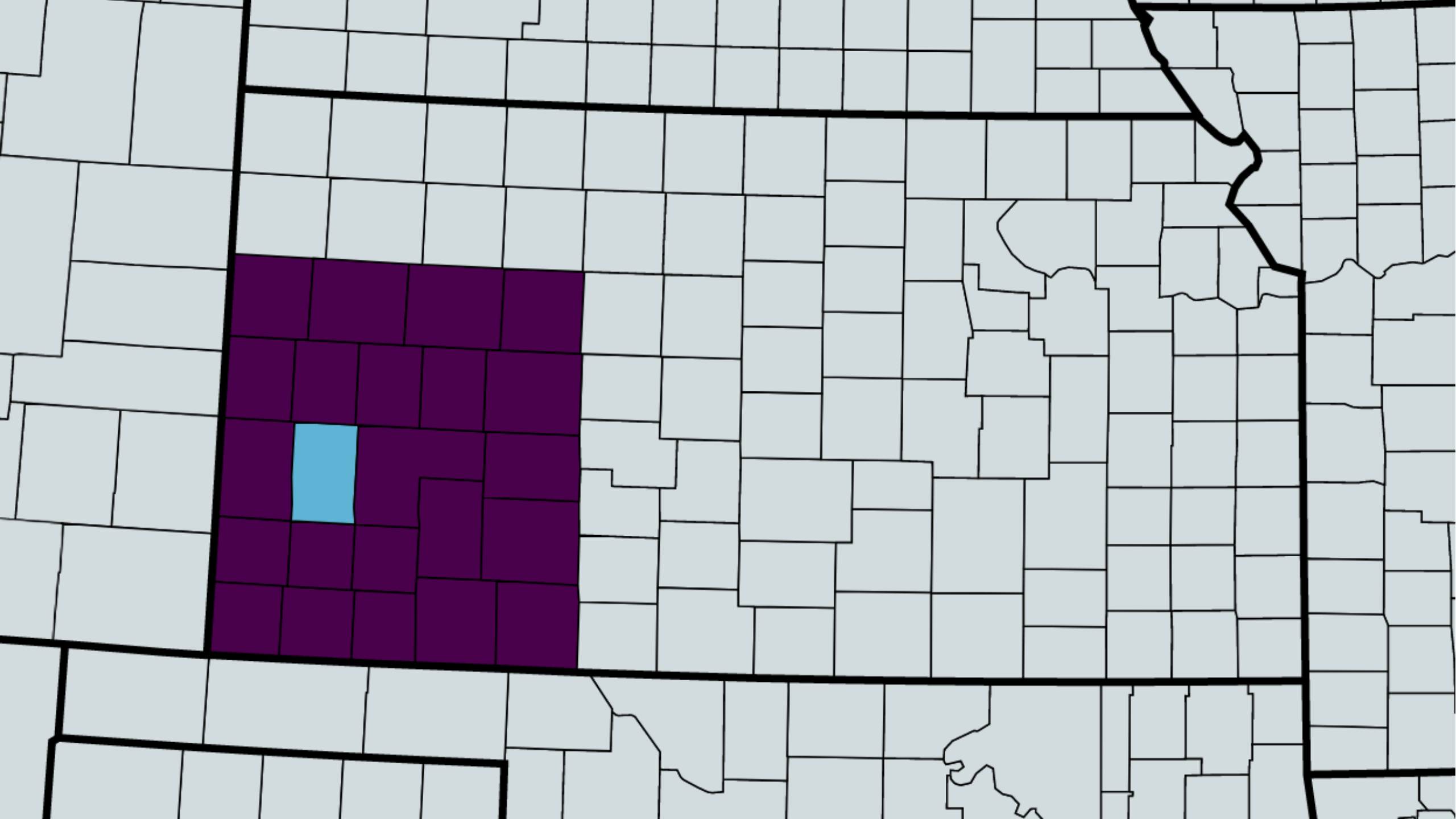




Cultivating the Soil for People to Grow

Benjamin Anderson, MBA, MHCDS
President and Chief Executive Officer
Kearny County Hospital





Towns that are farthest from any metro with more than 75,000 people, ranked by travel time in hours

RANK	POPULATION 1,000 TO 4,999	5,000 TO 24,999	25,000 OR MORE
1	Glasgow, MT 4.5 h	Colby, KS 3.4	Garden City, KS 3.4
2	Scobey, MT 3.8	Glendive, MT 3.2	Aberdeen, SD 2.8
3	Wolf Point, MT 3.8	Ulysses, KS 3.2	Roswell, NM 2.8
4	Oakley, KS 3.7	Houghton, MI 2.9	Dodge City, KS 2.5
5	Battle Mt., NV 3.7	Rock Springs, WY 2.9	Carlsbad, NM 2.3
6	Presidio, TX 3.6	Sidney, MT 2.9	Gillette, WY 2.2
7	Scott City, KS 3.5	Pierre, SD 2.9	Del Rio, TX 1.9
8	Holcomb, KS 3.5	Spring Creek, NV 2.8	Clovis, NM 1.7
9	Tonopah, NV 3.4	Marquette, MI 2.8	Lewiston, ID 1.5
10	Lakin, KS 3.4	Ishpeming, MI 2.8	Butte, MT 1.4

Note: Populations are as of 2012-16. Town sizes are based on populated places; travel is measured from their center point. With the exception of Canadian border cities, city sizes are based on metro and micropolitan areas; travel is measured based on distance from any spot in their territory with a density of above 1,500 per square kilometer.

Sources: Malaria Atlas Project (travel); Census Bureau (cities); NASA (density, Canada, Mexico) **THE WASHINGTON POST**





AP Photo/Orlin Wagner

Breathing exercises don't fix call schedules.

Mindfulness doesn't correct an unjust work environment.

A "good night's rest" doesn't cure professional isolation.

A vacation doesn't address and/or reform an absent, misguided, outdated, or even perverse reward system.



You cannot solve structural problems with individual solutions.

a.rochat.art@gmail.com

Andrea Rochat

Artist Credit: Andrea Rochat

What could we learn about growing
people from how we grow plants?





Community Apgar

understanding the communities' strengths, benefits, and areas of improvement needed for successful recruitment and retention of providers to the community.

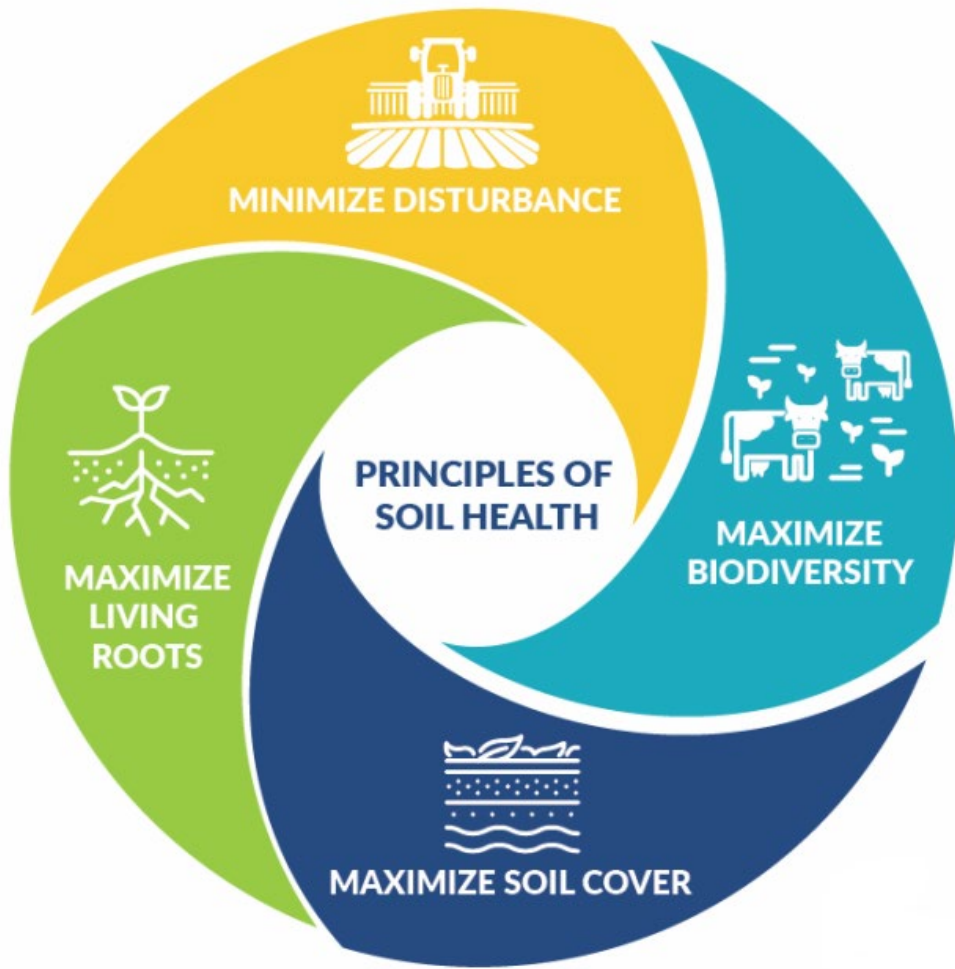
Five Classes

- Geographic
- Economic
- Scope of Practice
- Medical Support
- Hospital and Community Support

Dave Schmitz, MD

Professor and Chairman, Department of Family and Community Medicine
University of North Dakota School of Medicine





Analyzing Motivations

The Local Kid

The “Foreigner”

The Troublemaker

The Coaster

The Money Doctor

The Missionary



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The Local Kid

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Key Recruitment and Retention Strategies

Opportunities for broader clinical experience for those seeking them.

Non-traditional employment models. Compensation = workload

First go to them. Be quick to listen and slow to speak.

Primarily focus on personal interests, including spouse/partner/kids.

Be transparent and equitable regarding comp./benefits model.

Recruit in pairs or groups to ensure instant “community.”

Make the “right thing” easy. Remove barriers to joining your team

A Healthier Workforce



T. Bishop, PA-C



T. Meisel, APRN



Drew Miller, MD



Erin Keeley, PA-C



Arlo Reimer, MD



Julie Munson, DO



Jill Linville, MD



D. Saavedra, PA-C



D. Shearmire, PA-C



Ellen Abell, MD



G. Rincones, APRN



Kurt Davis, MD



Lane Olson, MD

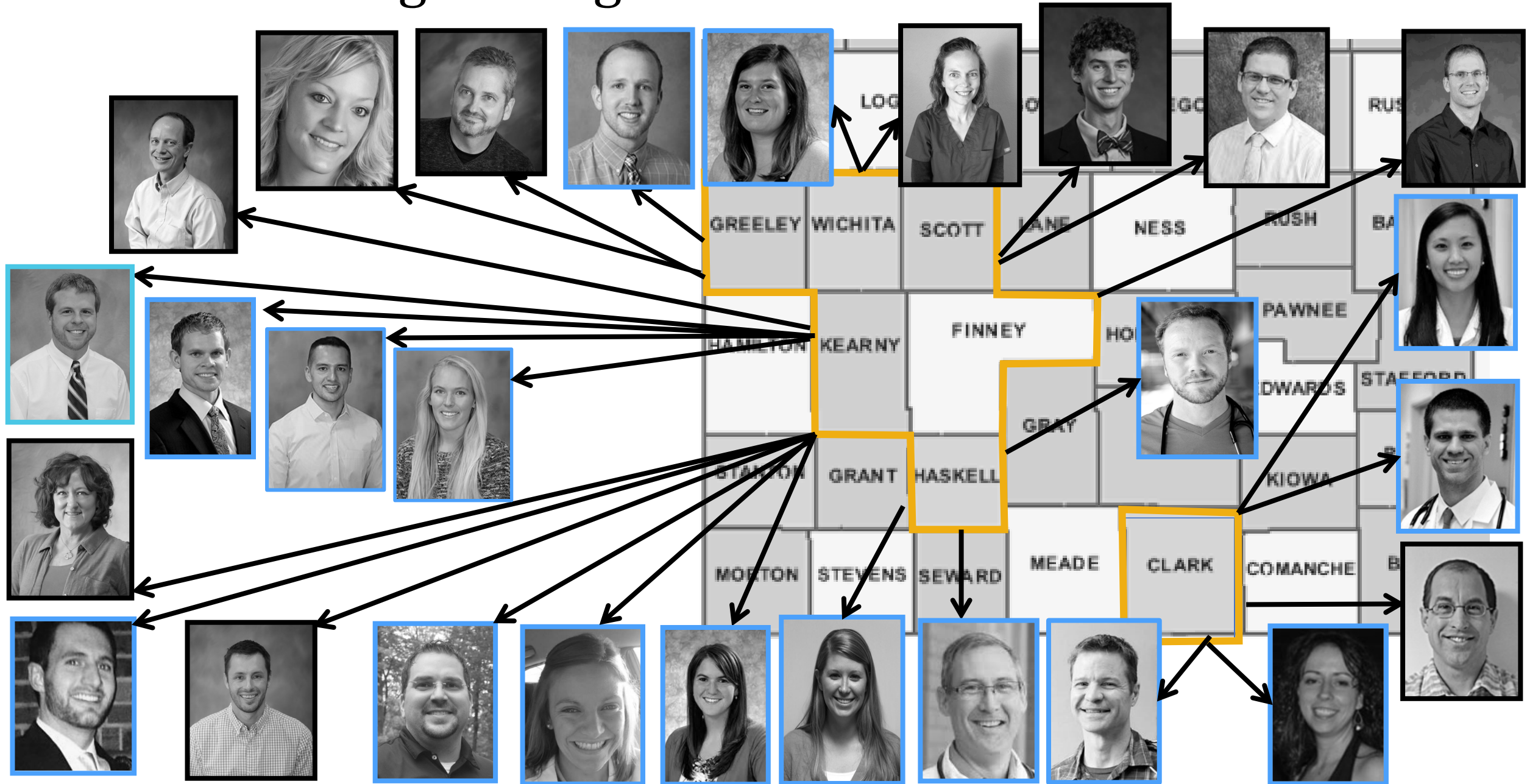


Daniel Linville, MD

Pictures with **blue** borders represent medical providers as of 2019, who were subsequently recruited to KCH through this transformative effort.



Building a Village



Before	After
Rural Health Clinics turning away and average of 50 new patients per week due to lack of capacity.	Rural Health Clinics turning away no one, resulting in a 60% growth in primary care visits over a 3-year period.
180 deliveries per year.	375 deliveries per year.
Physicians on primary call for ER, inpatient and obstetrics every 3 rd night and 3 rd weekend.	Physicians on back up call for ER and inpatient and primary call for obstetrics every 5 th night and 8 th weekend.
Physicians regularly completing documentation late into the evenings, sometimes until midnight.	Physicians completing their charting before they return home at 6:00 PM.
Net profit margin of -3%, with 5% of annual budget subsidized by local taxes.	Net profit margin of 3%, with 1% of annual budget subsidized by local taxes.
Health Professional Shortage Area Score: 17 (Kearny County)	Health Professional Shortage Area Score: N/A



Benjamin Anderson, MBA, MHCDS

President and Chief Executive Officer
Hutchinson Regional Healthcare System

CEO@HutchRegional.com

(620) 635-0288

<https://www.linkedin.com/in/benjaminanderson-mba-mhcds/>