



Friendly Faces of HR

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Recruiter/
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Kelsey started as an HR Intern in summer 2019 and was offered a full-time position in Human Resources upon graduating with a Bachelor's in Business Administration from Olivet Nazarene University in May 2020. She currently works as a Recruiter for Miller/SLC.

Employee Benefits

Riverside Healthcare is pleased to offer one-on-one meeting opportunities with Jennifer Frahm, our Empower Retirement Education Counselor.

Discuss important financial topics such as:

- Plan Details
- Lifetime Income Score
- Savings
- The Funds in Your Plan
- Investing Basics
- Asset Allocation and Diversification
- Getting Ready for Retirement!

Schedule your meeting at <https://riversidehealthcare.empowermyti.me.com/>

Contact HR

Human Resources is happy to assist our employees in any way they need! You can reach one of our team members by calling the **HR mainline at 815-935-7547.**

HR Recruitment Efforts

- We have recruited 42 new graduate nurses— some started in license pending roles, this is the highest number of new graduates ever hired in one season.
- Year to date HR has hired 1125 requisitions. HR is trending to fill 1600 requisitions this year, which is 18% greater than 2019 (pre-COVID).
- Offering referral bonuses: \$1000 for RN's and \$500 for CNA's.
- These requisitions included internal and external hires. Pre-Covid, we filled 33% of our openings internally. Currently, we are filling 40% internally.
- Flyers are posted in the community and in Riverside waiting rooms with QR codes to illicit applications.
 - New Role Created: *Care Partner* – not licensed support staff can function as sitter, companion, pass trays/waters – targeting college students – HR distributed flyers and met potential applicants in person at local colleges. So far, we have hired seven *Care Partners* from KCC and ONU.
 - HR has pulled a list of RNs, LPNs, and CNAs we did not hire in the last 3 years. HR is reaching out to these potential applicants.



Recruitment

Did You Know...

Riverside Recruitment has filled 1125 total requisitions so far this year. Of those positions, 643 were new hires!

- 209 total RN requisitions have been filled
 - 132 were new hires
- 146 total CNA requisitions have been filled
 - 124 were new hires

Physician Recruitment

So far this year we have recruited eight new physicians:

- Dr. Ron Curran, CV Surgery
- Dr. Nathan Frogge, Structural Heart
- Dr. Ahmed Abdelkader, Neurology
- Dr. Steven Groene, General Surgery
- Dr. Faiza Bader, DPM
- Dr. Reid Alley, Adult Psychiatry
- Dr. Yuri Zermeno, OB/GYN
- Dr. Yetunde Akinde, OB/GYN

Three Nurse Practitioners

- Lori Cornelius, Urology
- Tara Barnes-Cherry, Immediate Care Float
- Janella Schroeder, Watseka

We have also on-boarded 8 new providers in the areas of orthopedic surgery, internal medicine, psychiatry, cardiology and family medicine.



We Are #OneRiverside

What Can You Do to Help Retain Coworkers?

We know that there is a national staffing challenge right now. And that requires each of us to step up as coworkers to support our new employees from Day 1.

Studies show that employees leave organizations within their first 90 to 120 days. That is why we recommend leaders do rounding at 30 and 90 day one-on-one with new hires as that reduces, according to research, turnover by 66%. Assigning a mentor/preceptor, making sure the work schedule is communicated and meeting with the new hire is the leader's role. However, retention is not just the leader's job. In fact—you, as a peer, are CRUCIAL to retention.

Here are some tips to help mentor new employees as their peer, increase their job satisfaction, and help them develop into quality contributors at Riverside:

- If you can, ask your leader to be involved in a peer interviewing process. That helps start building relationships, as we know you want to help hire great team members—and help them stay.
- Ask key questions early on. Within the first one to two weeks, ask your new team member what they enjoy doing off duty and what their expectations are for this new job. Ask what you can do to help them be successful. Find out how they like to work with coworkers and make sure they know you are willing to be a helping hand.

Recent and Upcoming Recruitment Events

- **On-campus interviews at ONU** on 8/31, 9/2, 9/7 and 9/9
- **Bradley University Virtual Resume Critique Day** – 9/10
- **Miller/SLC On-Site Job Fair** – 9/14
- **Bradley University Virtual Job Fair** – 9/14
- **Bradley University In-Person Job Fair** – 9/21

