

Sierra Bourne MD
Chief of Staff
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Honorable Board of NIHD,

I regret that I am unable to attend this special board meeting due to a previously planned vacation. I realize that the topic of the anesthesia group is time sensitive and I appreciate the Board taking time to review the issues brought forward primarily by my colleague and Vice Chief of Staff, Dr. Jeanine Arndal at the last Board meeting.

As representative of the medical staff, it has become apparent that the staff and surgical department in particular are distressed that the contract for Dr. Kevin Efros will not be renewed in such a sudden and unexpected manner. In particular, the medical staff is confused and frustrated at the lack of physician participation in the decision to move to a physician and CRNA model. The topic of CRNA work at NIHD was brought up at MEC last year and unanimously the medical staff leaders desired a physician only anesthesia model. We realize that these decisions are non-binding but appreciate input on decisions that directly involve our partners/colleagues and group organization.

Additionally, many are now distrustful of the District administration and fear for their own careers at renegotiation time. In fact, I would describe the feedback from medical staff I have received in the last week as including panic, horror, confusion, fear, and betrayal.

Please help us medical staff and physician leaders understand the decision to stop contracting with Dr. Efros and to seek a CRNA instead. We assume that finances were a primary motivation but would have appreciated more transparency and input. What can we do about this incident's significant damage to the overall morale of our medical staff? How do we rebuild the trust between the Medical Staff and the District administration?

Thank you for your time,

Sierra Bourne MD



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