

**Beaumont Health**

Hiring Manager v10.7.14 Welcome Heidi Kemper | LOGOUT

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**Dulce Elbadawi**

Track Num: 4081672

Address:

1152 Kensington

Grosse Pointe, MI 48230

Tel: 3134212220

Email:

[dulceelbadawi@gmail.com](mailto:dulceelbadawi@gmail.com)**Clinical Nurse II**

\*Main Hospital - Beaumont

Hospitals, Grosse

Pointe, Grosse Pointe, MI

Req Num: 30072919

Full time: 0800-1630 M-F

Recruiter: Dawn Davis

MGR: Heidi Kemper

Date Job Posted:

12/08/2016

**Action:**  
(Required)

Please select an action

**Message:**

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Other Forms**  
[Transfer.html](#)**History**

Date	From	Who	Action	Message
12/15/16	Mgr	Kemper, Heidi	Make Offer	
12/13/16	Mgr	Kemper, Heidi	Interview - I have scheduled (please list date below)	I have called Dulce and I will be interviewing her on Thursday December 15th at 1000a.
12/13/16	HR	Dawn Davis	Please provide feedback	

**Assessment(s)****Custom Forms**

Current Status:

File - Hired

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## Whitney, Randy

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**From:** Kemper, Heidi  
**Sent:** Monday, May 22, 2017 2:43 PM  
**To:** Whitney, Randy  
**Subject:** FW: Radiology RN Position Summary

Last one I think  
Heidi

**From:** Kemper, Heidi  
**Sent:** Tuesday, December 20, 2016 9:13 PM  
**To:** Leblanc, Mark <Mark.LebLANc@beaumont.org>  
**Cc:** Kilpatrick, Robert <Robert.Kilpatrick@beaumont.org>  
**Subject:** Re: Radiology RN Position Summary

Mark  
It's actually .2 .9 for Michelle and .8 for Dulce=1.7. ☺  
Heidi  
Sent from my iPhone

On Dec 20, 2016, at 8:48 PM, Leblanc, Mark <Mark.LebLANc@beaumont.org> wrote:

Hi Heidi,  
Yes, that is correct. Rob has agreed to add a 0.1 FTE to our current Staffing Matrix for the Radiology Nurses.

Thanks,  
Mark

Sent from my iPhone

On Dec 20, 2016, at 7:00 PM, Kemper, Heidi <Heidi.Kemper@beaumont.org> wrote:

Yes it's a win win for everyone! :) Just to clarify , Dulce will be .8 and Michelle will be .9 which makes our total 1.7 fte's. Michelle gives .1 from the 1.0 to Dulce and that brings her to a .6. We then need .2 to get her to a .8.  
If this is good, I will call Dana Ludwig to get this taken care of tomorrow. She took over for Dawn Davis who had to take an unexpected emergency LOA last Thursday which threw a wrench in the whole thing causing delays and confusion, however, I am a firm believer that everything happens for a reason! :) I feel this is a perfect solution for all involved. Thanks Mark and Rob!  
Heidi

Sent from my iPhone

On Dec 20, 2016, at 6:20 PM, Kilpatrick, Robert <Robert.Kilpatrick@beaumont.org> wrote:

Hi Mark,

Yes, it's a win/win!

Please make sure that they work out CTO time with each other as we will not have the budget to backfill with contingent.

Thanks,  
Rob

**Robert Kilpatrick** | Administrative Director,  
Director of Imaging and Nuclear Medicine  
Beaumont Hospital – Grosse Pointe  
468 Cadieux Road | Grosse Pointe | MI | 48230  
P: 313-473-1855  
F: 313-473-2506  
[Robert.Kilpatrick@Beaumont.org](mailto:Robert.Kilpatrick@Beaumont.org)

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**From:** Leblanc, Mark  
**Sent:** Tuesday, December 20, 2016 3:24 PM  
**To:** Kilpatrick, Robert <[Robert.Kilpatrick@beaumont.org](mailto:Robert.Kilpatrick@beaumont.org)>  
**Cc:** Kemper, Heidi <[Heidi.Kemper@beaumont.org](mailto:Heidi.Kemper@beaumont.org)>  
**Subject:** Radiology RN Position Summary

Good Afternoon Rob,

I just wanted to summarize what Heidi and I talked about and a possible solution to current RN Backfill. Heidi had a recent conversation with Michelle and she has expressed a high interest and has told us that she is applying today for the position. The position is currently still posted. After hearing this, Heidi contacted Doleci to see what her thoughts of having a position that was a little less than fulltime. Doleci would consider accepting a 0.8 FTE position with us if we have one for her but she could not be able to accept anything less than that. With that in mind, A conversation was made to Michelle and she stated that she would be ok with having a 0.9 FTE position and allowing Doleci to acquire 0.1 FTE of the open 1.0 FTE position. We have a really good opportunity to acquire Doleci and make Michelle happy by putting Michelle in a 0.9 FTE Position and Offering Doleci a 0.8 FTE position. As we sit right now, we have on the table a staffing matrix of 1.5 FTE position for our Radiology nursing staff. By adding only a 0.1 FTE to our current Nursing Matrix, we will be able add Doleci to our Radiology Team. Would you be ok with possible adding this 0.1 FTE?

Thanks,

Mark

Mark LeBlanc RT(R)(CT)(MR)

Diagnostic Radiology Imaging Manager  
William Beaumont Hospital Grosse Pointe  
[Mark.LebLANC@beaumont.org](mailto:Mark.LebLANC@beaumont.org)

Office # (313) 473-1870

Fax # (313) 473-1863

(248) 995-8196 Pager

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mage006.png> <image007.png> <image008.png>



**Whitney, Randy**

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**From:** Kemper, Heidi  
**Sent:** Monday, May 22, 2017 2:40 PM  
**To:** Whitney, Randy  
**Subject:** FW: job posting

Randy,

Here is the first email I sent out asking for the additional .2 fte's.  
 Heidi

**From:** Kemper, Heidi  
**Sent:** Tuesday, December 20, 2016 12:46 PM  
**To:** Leblanc, Mark <Mark.Lebanc@beaumont.org>; Kilpatrick, Robert <Robert.Kilpatrick@beaumont.org>  
**Cc:** Kemper, Heidi <Heidi.Kemper@beaumont.org>  
**Subject:** job posting

Rob and Mark.

I'd like to talk to both of you today if you have time. As you know I called HR last Thursday 12/15 and told HR I would like them to make an offer to Dulce for the full time 1.0 position. When I didn't hear back Thursday afternoon I followed up on Friday with an email and I received an out of office reply from them. I spoke to Michelle last Friday and she told me that she possibly wanted the full time position herself. She told me she would take the weekend to decide. Fast forward to yesterday, I talked to Michelle and she said that she for sure wanted the full time position. I spoke to her again today to be sure that this is what she wanted and to reiterate that we need to be able to depend on her she agreed that she did want it. I reached out to Dulce to tell her that it was going to be a part time position and she said that she would not be interested. I would really like to be able to keep Michelle as a 1.0 or a .9 and Dulce said that she is currently .8 but that she can't afford to go any lower than that in hours. I just would like to see what we can do to make this work. Dulce is an excellent candidate and I really want to get her in here! I don't want to lose her!

**Heidi Kemper MSN, RN | Administrative Manager**  
 Heart and Vascular & Radiology  
 Beaumont Hospital – Grosse Pointe  
 468 Cadieux Road | Grosse Pointe | MI | 48230  
 Office: 313 473 1681 | Fax: 313 473 1658  
[heidi.kemper@beaumont.org](mailto:heidi.kemper@beaumont.org)

## Beaumont



## Whitney, Randy

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**From:** Kemper, Heidi  
**Sent:** Monday, May 22, 2017 2:44 PM  
**To:** Whitney, Randy  
**Subject:** FW: .8 requisition

Here is the LAST LAST ONE I think... ☺ Heidi

**From:** Kemper, Heidi  
**Sent:** Wednesday, December 21, 2016 10:54 AM  
**To:** Leblanc, Mark <Mark.Leblanc@beaumont.org>; Kilpatrick, Robert <Robert.Kilpatrick@beaumont.org>  
**Cc:** Kemper, Heidi <Heidi.Kemper@beaumont.org>  
**Subject:** FW: .8 requisition

**From:** Kemper, Heidi  
**Sent:** Wednesday, December 21, 2016 10:53 AM  
**To:** Kilpatrick, Robert <Robert.Kilpatrick@beaumont.org>  
**Subject:** .8 requisition

Rob,  
I just spoke to Dana Ludwig and she told me to put in a requisition for the .8 for Dulce and that she will change the 1.0 to a .9 on her end for Michelle. You should be getting this and once you approve it she will put it thru as a feeder posting so that she can offer the .9 to Michelle and the .8 to Dulce today. ☺

**Heidi Kemper MSN, RN | Administrative Manager**  
Heart and Vascular & Radiology  
Beaumont Hospital – Grosse Pointe  
468 Cadieux Road | Grosse Pointe | MI | 48230  
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[heidi.kemper@beaumont.org](mailto:heidi.kemper@beaumont.org)

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