



Monday Morning



FMC Rides for a Purpose at Tour De Cause

FMC Bike Race on Friday - Don't Miss it!

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Palmer Named as Finalist - Columbus CEO Innovation Award

For the third year, *Columbus CEO* proudly presented the HR Excellence Awards: Achievements in Human Resources to deserving HR professionals who are dedicated to finding, developing and supporting their organizations' workforce. FMC's own Debbie Palmer, Director of Talent Development and Resources, was named the finalist for the Innovation Award. Award winners and finalists (one in each category) were honored at a special ceremony July 17 at the Wigwam in Pickerington.



implementation of a more competitive employee wage structure led to improved retention, and increased employee engagement and satisfaction. That engagement is further reflected in FMC's Employee Opinion Survey, which is used to focus on specific department developmental areas.

Columbus CEO selected nine HR experts and business professionals who reviewed nominations received earlier this year from a broad range of central Ohio employers. The judges included former winners of the HR Excellence Awards as well as local HR professionals. Each performed independent reviews of a select group of nominees, scoring them against award criteria and noting their choices for winners and finalists.

Palmer's commitment to education transcends the hospital walls, as she teaches healthcare and human resources courses at Ohio University-Lancaster. Congratulations Debbie! Thank you for your innovative leadership and dedication to FMC and the HR profession.

As featured in the August 2014 issue of *Columbus CEO*, "Debbie Palmer has more than 35 years of experience with human resources, but her enthusiasm and inventiveness at Fairfield Medical Center has helped her lead the way to become the finalist for the HR Innovation Award."

Palmer's leadership with FMC's recruitment and onboarding team resulted in a new onboarding process and reduced turnover by 50 percent for those with less than one year of service. She also led the Total Rewards team to revitalize the employee recognition program, implementing a performance bonus for employees based on achieving established goals in patient satisfaction and financial performance. Her analysis and



Congrats to Pam Reed



Outpatient Services Director Pam Reed recently graduated with her doctorate of nursing practice (DNP) degree. On May 22, she received her DNP from Rush University in Chicago, IL. Congratulations Pam!

Straight Talk From Sky

Watch the Clockings

This week FMC went live with a new payroll time and attendance system. This system provides many new features and functions that will enable payroll to be processed more efficiently.



employee is responsible for their time card. You are required, after the pay period ends, to review your timecard online and to approve it. You will need to do this before

your supervisor approves your time for the pay period. Please follow the instructions that have been provided to you by the implementation team for TASS. If you have any questions regarding the instructions, check with your supervisor.

If you fail to check your time card before payroll is processed and there is an error, the payroll correction will not be processed until the following payroll. So please do yourself a favor and eliminate rework for payroll by checking your timecard at the end of every pay period. Thank you.


Sky Gettys, Chief Financial Officer & Interim CEO

We are looking forward to the advantages of having a state of the art system. However, new systems bring both challenges and opportunities. One of the challenges is learning and adapting to something new. Recognize that the new system will initially take more time to use than the old system. Please take the time to understand and properly utilize Time and Attendance Staff Scheduling (TASS). By taking the time to learn the system thoroughly, FMC will get the most benefit from the software that was purchased. The benefit for you is to be able to review and approve your time card before it is submitted to payroll. Our expectation is that every



The Surgical Services Department would like to congratulate the following employees for their recent accomplishments.
Annette Sylvester, RN - Completed MSN from Capital University
Becky Murray, RN - Completed MSN from Grand Canyon University
Jennifer Mullen, RN - Completed BSN from Grand Canyon University
Dawn McNichols, CST - Passed Central Sterile Certification
Tara Lytle, RN - Completed FMC Preceptor Academy
Kelsie Wood, Scrub Tech. - Completed FMC Preceptor Academy

We are very proud of you!



The New **Carry Out Menu** and the **Pizza Menu** are Now available on the Intranet - Go Check them Out!

From the Chief's Desk

Over the past few days, I was thinking about our value of "Empathy," and realized how closely communication ties to empathy. When a decision is made or communication happens and it isn't received well, one question to think about is whether you considered the other person's viewpoint. Did you empathize with them and try to walk in their shoes?



few weeks ago. For some, who are on-call fairly often, the impact was significant. Bottom line is, we weren't very empathetic in our communication of the change.

A recent example of this is the communication a few weeks ago about the changes to call-pay. On one hand, those of us involved in making the decision knew it was the right thing to do. The various surveys we review regarding the entire pay and benefit package show we are very competitive with other hospitals, including the Columbus hospitals. The change in call-pay was really part of the whole package and should have been implemented with the Market Increases at the beginning of the year. However, because of the new Human Resources Information System, it made more sense to implement it now with the other changes to the system. What we didn't do was consider the impact to staff who weren't aware of the change until a

However, we met with many of the staff who had the most negative impact. We heard their concerns and did sympathize with their situation. As a result, we utilized not only empathy in understanding the concerns, but also agility in responding to those concerns. Again, the original decision to change call-pay as one piece of our total pay/benefit package was the right thing to do. But the process and communication for implementing the change didn't meet our empathy value.

I'm not sharing this story to say we did something badly and then something good. I'm really sharing it as an example of why it is so important to look at everything we do from someone else's perspective. A little empathy goes a long way to help communicate better and reduce the unintended consequences we sometimes see.


Howard Sniderman
Chief Operating Officer

HR Corner

A representative from Fairfield National Bank will be in Human Resources on Aug. 6 and again on Aug. 12 from 8-10 a.m. to discuss your pension and answer any other questions you may have. Contact a representative of Human Resources at ext. 8017 to schedule an appointment.

Practitioner Clinical Privileges

Medical Staff Services would like to remind you that practitioner clinical privileges can be found on the FMC Intranet. Just click on the icon "Practitioner iPrivileges" found on the left side of the main screen. This allows you the convenience of seeing what clinical privileges have been granted to a specific practitioner and also permits searching by the clinical privilege. If you have any questions, please contact Medical Staff Services at 740-687-6454.

Dr. Linehan Performs New Procedure

Dr. Ron Linehan, M.D., medical director of Precision Pain Care and staff anesthesiologist at Fairfield Medical Center, recently received his credentials to perform endoscopic discectomy and rhizotomy at FMC.

Endoscopic discectomy is a minimally-invasive technique used to treat pain caused by spinal disc problems. It allows for the removal of herniated disc material under direct endoscopic visualization, and is usually performed in an out-patient setting with no general anesthesia. The benefits of this procedure include a quicker recovery with much less surgical pain and lower risk.

Endoscopic rhizotomy is a treatment for painful facet joint arthritis of the spine. A small probe is inserted into the patient's back and the nerves that supply the facet joints are cut or destroyed under direct endoscopic visualization. Successful pain relief is achieved in 80-90 percent of patients and typically lasts for 2-5 years.

Dr. Linehan also is certified in spinal cord stimulator placement, percutaneous discectomy, kyphoplasty/vertebroplasty and radio-frequency ablation. He is qualified to treat all regions of the spine, including the neck, mid-spine, lower back, pelvic girdle and tailbone areas.

Beam Topping Ceremony

Fairfield Medical Center has changed the Project BRIGHT beam topping ceremony to take place at 11 a.m. on July 28.

During this ceremony, the final construction beam that contains the signatures of FMC staff and volunteers will be placed on the structure. Part of the tradition of a beam topping, also known as a "topping out ceremony," is to place a tree or a leafy branch on the beam before it is lifted into place. This is an invitation-only event for FMC staff.

Look for more details about the ceremony in future editions of the *Monday Morning*.

WELLNESS Corner

Walk to California!

Grab a Group of Friends and "Walk To California!"

"Walk to California" is a campaign to get everyone MOVING! Using pedometers, teams will walk 2,282 miles to Hollywood.

Teams can be made up of four individuals and each team must have a designated captain. A map of the United States will be placed outside of the Café to track each team's progress. The map will be updated each week to reflect the progress made by the teams. The first team to "Walk to California" will receive a movie-themed prize. To sign up a team, print and com-

plete a registration form, found on the FMC Intranet, under the "Wellness" tab on the top right of the page. Send the completed form with the team name and each team member to Amanda Northrup, Health & Wellness Services. Walking log forms also are available on the FMC Intranet "Wellness" tab. "Walk to California" starts Aug. 1 and ends Oct. 31 or earlier if a team reaches the finish line before the deadline. All registration forms must be received by Tuesday, July 29 to participate. If you have questions or need assistance, please contact Amanda Northrup at 740-689-6822 or amandano@fmchealth.org.

Join us on United Way Community Care Day Sept. 9



of people in need.

Why should I participate?

Community Care Day is an opportunity to complete needed projects and will provide you with a chance to give back to your community.

How do I get involved?

Mark your calendars for the next Community Care Day and contact John Belin to get more information (call ext. 8127 or email johnb@fmchealth.org).

Special opportunity for FMC employees!

One of the projects this year will be cleaning the bike path and the area adjacent to the bike path along Goslin Drive, between Main and 6th. This will provide FMC employees an opportunity to do community service in a way that also benefits your employer. In addition to breakfast at Crossroads, lunch will be provided by the hospital.

What?

The United Way 18th Annual Community Care Day is a volunteer event that will mobilize hundreds of people in our area. Participants will assist local community service agencies, United Way funded organizations, schools, playgrounds and client homes in completing a variety of projects.

When?

Tuesday, Sept. 9
7:45 a.m. Breakfast Rally at Crossroads.
9 a.m. Leave for project sites
9:30 a.m. Arrive at agencies and begin projects
4:30 p.m. Volunteer work complete

Why?

Volunteers see firsthand the needs in our community and how their efforts can have a positive impact on the lives

New Oncology Nurse Navigator



We are pleased to announce Shelly Romine, BSN, RN has been selected as our new oncology nurse navigator. Shelly will be transitioning from her ICU RN position this month and will begin her oncology nurse navigator position full time in August. Shelly has a varied nursing experience background in long-term care, home care hospice, medical surgical nursing and

most recently, critical care. She completed her Six Sigma green belt training last year and is currently completing her Masters in Nursing degree. She will provide oncology nurse navigation care primarily for our breast and colon cancer patients.



1916 Club Campaign Tuesday, Aug. 5

Celebrate the start of the baseball pennant race with Dime-A-Dog Day in the FMC Café! Each employee who submits their pledge card in the Café on this day will be eligible for a \$100 cash drawing, while earning two hits for your team! Batter Up and Play Ball!

FMC's Smoke Free Campus and the Electronic Cigarette

Fairfield Medical Center protects the health and safety of patients, staff, physicians, volunteers, visitors and other guests. For this reason, our "Smoking and Tobacco Use" policy states the use of electronic cigarettes, otherwise known as e-cigarettes, are **NOT** permitted on the FMC campus and its offsite locations.

Please note that we need your help conveying this message to our patients and visitors. Staff is encouraged to help us spread the word!

What is the electronic cigarette (e-cigarette)? E-cigarettes (or electronic cigarettes) are battery-powered devices that claim to provide inhaled doses of nicotine by way of a vaporized solution. E-cigarettes do not contain tobacco. The e-cigarette is an unapproved nicotine delivery device unregulated by the FDA. The FDA has concluded that e-cigarettes pose acute health risks and contain detectable levels of carcinogens and toxic chemicals. They are not a proven safe alternative to smoking and no scientific evidence at this time has shown that they help smokers quit. In fact, the Food and Drug Administration (FDA) has determined that e-cigarettes meet the definition of a combination drug device product and, therefore, should be regulated. The e-cigarette is not an approved product by the FDA, which is currently seeking authority to regulate these products as combination drug delivery devices. There are proven safe and effective nicotine replacement medications available over the counter including patches, gum and lozenges. FMC offers the patches and gum to its patients. The vapor emitted into a room, either from exhalation or the vapor emitted from the e-cigarette itself, may not be safe. Furthermore, e-cigarettes are not odorless and may be offensive to some.

For questions, contact Eric Brandt, Patient Safety Risk Management, at ext. 8489.

EVENTS

From the Employee Activities Committee

FMC Day at the Ballpark - Cincinnati Reds versus Atlanta Braves on Aug. 24 at 1:10 p.m. Order online at www.reds.com/fmc, by fax 513-765-7665, or mail to Group Sales. Ordering tickets online at www.reds.com/fmc allows you to view discount prices for FMC employees and use the interactive map to select seats. Remember to put in the FMC code when ordering. Order early, as seats are sure to sell out quickly. Seating chart and order form can be found on the Intranet/Employee Activities button.

Disney Live! Mickey's Music Festival on Sunday, Oct. 26 at 1 p.m. or 4 p.m. at the Schottenstein Center. Tickets starting at \$17 per person. Order deadline is Oct. 17 at 3 p.m. or until tickets sell out. See the FMC Intranet for an order form. See order form for details to send it in once completed.

Cheer on the Columbus Clippers - Bring the whole family and come out to the ballpark on Wednesday, July 30 at 7:05 p.m. to see the Columbus Clippers vs. Louisville Bats. Ring your bells and cheer for your Columbus Clippers while enjoying 50 cent wing night! Reserved Seating: Adults - \$10; Youth (12 and under) - \$7; Senior (60 and over) - \$7. Please see the FMC Intranet / Employee Activities Button for a ticket order form. Payroll deduction is available. Questions? Please contact Amy Black at amy@fmchealth.org.

Picnic in the Valley on Sunday, Sept. 14 from noon-6 p.m. at Valley Zipline Tours, 3465 Duffy Rd SE, Lancaster. Enjoy fishing, volleyball, cornhole, beautiful surroundings, yummy food and more at our fall picnic. Event information:

- All are welcome to the picnic (zipline event is optional).
- Hotdogs, chips, apples and water will be provided by FMC at the large event tents. Picnic tables available.
- You are welcome to bring your own picnic lunch and snacks with you (no alcohol according to park rules).
- Fishing (FREE – normally \$18 per person) ** Individuals will need to bring their own fishing equipment and bait. **
- Valley Zipline Tours has a 2+ acres lake and farm pond that is stocked with catfish, some weighing 70+ pounds.
- Please note, Catfish Valley has a "Catch and Release" Policy. Fishing licenses are not required to fish on site.
- Volleyball nets/balls provided.
- Cornhole sets provided.

Optional fun: Purchase a zipline package at almost 35 percent off. Please see the FMC Intranet/Employee Activities button for more information, zipline package prices, Reservation Form and Release of Liability Waiver. Deadline to register for zipline: Reservations must be received by Wednesday, July 23 to ensure enough zipline guides are available for our event. Questions? Contact Wendy Travis by email or at ext. 8395.

Community HealthFest 2014

The Community Healthfest 2014 is right around the corner! The planning committee will meet the third Thursday of each month between 1:30-2:30 p.m. in Assembly Room 3. If you are interested in participating, either for committee

planning, volunteering or event execution, you are welcome! Please save the date of Aug. 2 to attend, between 9 a.m.-noon, and get your own free health screenings, as well as learn from the many service providers.



My FMC Link

Helping You Manage Your Health and Wellness

My FMC Link offers patients a secure environment to perform functions related to their healthcare. This application allows patients and their families to play a more active role in managing their health and wellness. My FMC Link also allows FMC staff to appropriately access their records.

To Access Your Information

Option One: Register With an Invitation Email

To activate your My FMC Link account after a procedure or test, simply click the personalized link in your invitation email from Fairfield Medical Center and follow the prompts.

Option Two: Register Without an Invitation Email

- 1) Visit www.fmchealth.org.
- 2) Select "My FMC Link" at the top of the page.
- 3) Select "Register Now" on the right side of the login screen.
- 4) Select "Patient" in the center of the screen.
- 5) Complete the information and click "Register."
- 6) After three business days, your identity will be verified and you will receive notification confirming your access.

To Request Access for a Dependent or Family

- 1) Log in to your personal My FMC Link account; if you do not have an account, follow the steps above to create one.
- 2) Select "My Providers" at the top of the screen.
- 3) Select "Add a Patient to this Account" on the left.
- 4) Complete the information and click "Save" at the bottom.
- 5) Follow the additional steps to add providers and exit.

Questions

- Medical-Related Questions: Contact your physician.
- Health Information Accuracy: Contact Medical Records at 740-687-8053.
- Technical Support: Contact our partner, Relay Health, at 1-866-735-2963, option 1.



People you know. Care you trust.

Hospital Happenings

FMC Kids' Bike Race • Friday • July 25

• 5:30 p.m. • Join us in front of Standing Stone National Bank as children take to the street to compete in a bike decorating contest and sprint-style race as part of the Lancaster Festival. This event is free and open to children ages 10 and under. Please note: A parent or guardian must accompany the child to the race to sign the liability release form, and riders must wear a helmet. Sponsored by Fairfield Medical Center and Standing Stone National Bank. If you have any questions, call ext. 8007.

Acid Reflux Seminar • Thursday, July 31 • 6:30 p.m. • Assembly Rooms at FMC

• This is a free seminar to learn about an FDA-approved surgical treatment for acid reflux called the LINX® System. See how the LINX can help people who continue to suffer from gastroesophageal reflux disease (GERD), despite prior medical intervention. Seating is limited, call ext. 8007 to RSVP.

Heart Failure Management and Support Class • Thursday • Aug. 7

• 6 p.m. • Second Floor Rehab Gym Conference Room • No Charge to Attend • Have you or a loved one been diagnosed with heart failure? Register by calling 740-687-8261.

Snider Heart and Lung 5-Mile Run • Saturday • Aug. 16 • 8 a.m.

Fairfield Medical Center • As part of this annual event, we have a five-mile run or walk, one-mile walk and kids' race. For race information, please contact Kelly at ext. 8951. To register, go to fmchealth.org and click on the Snider Heart & Lung 5-Mile Run link.

CEO Let's Talk About It • Employees are invited and encouraged to attend the CEO Let's Talk About It meetings with Sky Gettys, Interim CEO. You may also email Sky at skyg@fmchealth.org or use the "Email the CEO" option on the Center's website at www.fmchealth.org. Please remember that dates may change due to a scheduling conflict. You can refer to the most recent schedule in the *Monday Morning* or through email. Be sure to join us:

July 24 - 7 a.m. - Assembly Room 3

Night Shift Option:

July 25 - 3 a.m. - Assembly Room 3

Yoga Classes for Men and Women •

Mondays 4:30-6pm or 6:30-8pm • Starting August 25 • 7 week session • \$105 • Assembly Room 3. Registration is required.

Mickey Hartung began studying yoga in 1985 and received her teaching certification in 1998. Classes are an eclectic blend of posture flow; restorative yoga (relaxing poses of stillness); yin yoga (stretching the deep connective tissue in the joints); pranayama (breathing); and mindfulness. The classes are mixed level, appropriate for everybody. To register or for more information contact Mickey Hartung 740-987-7378 or earthshanti@gmail.com.

Be Challenged

Again this year, the Snider Heart and Lung Run Committee is issuing a challenge to all departments at FMC. This challenge will be based on department participation. Departments will be grouped based by number of employees. A small department is 10 or less, a medium department is 11 to 50 and a large department is 50+. Each group will have top winners. This is a fun way to get some exercise, show your department spirit, and help heart and lung patients in need! Not a runner? No problem! You can walk the 5 miles or volunteer! The idea is to rally as many people from your department as possible to participate. Make it a fun, team building activity! Make shirts, have a funny team name, meet after work and train together. So what does the department with the most participation win? Bragging rights for sure! And the distinct title of "WINNER" as well as fabulous prizes. For more information on how to register your department please contact Stephanie Johnson at 687-8174 or stephaniebo@fmchealth.org or Kelly Marion at 687-8951 or kellym@fmchealth.org. **We will see YOU at the finish line!**

Oxygen for the Soul

Those who deny freedom to others, deserve it not for themselves." ~Abraham Lincoln

Meaningful moments – Prayer time: 11:45 a.m. – 12:15 p.m. Monday – Friday in the Chapel. Self-directed or with one of the chaplains. (*The Chaplains' Oxygen for the Soul is not intended to be an endorsement of any particular religion, but rather serve as an avenue for our FMC chaplains to provide weekly inspiration.*)

Birthdays

MONDAY

Christy Malcolm – Emergency Department
Darlene McMillan – Patient Representative
Bethany Sanford – Ewing Square Infusion Services
Pamela Shue – Nursing Services

TUESDAY

Andrea Barthlow – Dewalt
Jo Beddow – Dietary
Emily Bush – Registration
Wilma Nicolía – ICU
Desiree Pierce – Cardio Fitness
Krista Smith – Surgery Assessment

WEDNESDAY

Lois Elson – Float Pool Phys. Svcs.
Dinah Givens – Housekeeping
Jolie Lawrence – Dr. Mannava
Rosemarie Lukacevic – Speech Therapy
Tammy Perry – Medical Information Services
Angela Snider – Emergency Department

THURSDAY

Linda Cottrill – Central Scheduling
Rebecca DeVoss – Learning & Development
Pamela Derry – Patient Representative
Sandra Rager – Housekeeping
Howard Sniderman – Administration
Cheryl Upp – Case Management
Erica Winegardner – Fourth Med./Surg

FRIDAY

Ashley Clouse – Marketing
Tina Coey – Laundry
Tonya Dillard – PCU
Robin Sheets – Dr. Ott

SATURDAY

Christy Echhart – Lab- General
Teresa Powell – Third Med./Surg.
Briget Wells – Nuclear Medicine

SUNDAY

Andrea Barrett – Float Pool Phys. Svcs.
Tiffany Craig – Fifth Med./Surg.
Stevie Dalton – Radiology- Pacs
Jeffrey Keefe – Surgery
Beth McKnight – Contracts/Collections
Janice Novotni – Cancer Resource Center
Jacqueline Watson – Case Management

Fairfield Medical Center's Mission:
 FMC delivers outstanding healthcare for our patients, their families and our communities.

Fairfield Medical Center's Vision:
 FMC will be recognized as the leader in patient/family-centered care for those we serve both in our facilities and in our communities.

Ethics & Compliance Hotline

1-855-541-4169 or go to
 fmchealth.ethicspoint.com