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Monday Morning



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In Memory of Dr. Darwin

We are all deeply saddened by the sudden loss of Robert Darwin, M.D., on Sunday, Nov. 15. Dr. Darwin was doing what he loved when he passed away hiking through the scenic national parks of Patagonia in South America. He was recognized as an excellent radiologist, who was very focused on providing great service to patients and referring physicians. Dr. Darwin showed sincere compassion and caring towards the patients he interacted with, always projecting a personable and professional manner. Dr. Darwin was greatly admired by all imaging staff. Always positive and considerate, he treated everyone with respect and kindness. We will truly miss his sense of humor and cheerful smile. We will be creating a memory book for his family. If you have a favorite story, thought or memory you would like to share, please send it to Cheryl Stillberger, Imaging Services by Nov. 30.



Nurses Present at OONE

Recently, Fairfield Medical Center nursing staff Kristin Shuman, M.S.N., R.N., C.N.L.; Danielle Swisher, M.S.N., R.N., C.N.L.; Colleen Trip, M.S.N., R.N., C.N.L.; and Brittany Meszaros, B.S.N., participated in the Ohio Organization for Nurse Executives (OONE) conference. All four represented FMC by presenting posters showcasing projects they were involved in. Colleen Trip won first place for her poster. She received a trophy that day for her accomplishment. OONE is an organization of nurse leaders serving as the catalyst for innovative healthcare in Ohio and the nation. As the recognized center of excellence for clinical leadership, they improve healthcare through education, technology, research, consultation, networking and information sharing. Thank you to these nurses for going above and beyond for their patients and for FMC. Your hard work and dedication shows!



From the Chief's Desk

I would like to take this opportunity to review the financial results for October 2015.



Volumes & Revenue:

- Total gross revenue for the month was nearly 5% above budget on higher than expected outpatient volumes and gross charges in almost all service categories.
- The higher outpatient volumes and gross charge revenue allowed us to achieve net revenue for the month that was 6% above budget. Year-to-date, our net revenue is nearly 2% above budget through the 10 months ending Oct. 31.

Expenses:

- All expense categories except Overhead expenses were above budget for the month. Payroll, Purchased Services for agency staffing, and Employee Benefit health claims expense combined were 13% above their budgeted amounts which drove most of our expense variance for the month.
- In total, October expenses were over budget by 8%. Year-to-date, our expenses are over 3% above budget through the 10 months ending Oct. 31.

Summary:

- The higher net revenue we realized on those above budget outpatient volumes and revenue offset the higher expenses for the month and made for a slightly better than break-even result of a 0.1% gain from operations for October. This result was less than our 2.0% monthly budget target.
- After adding in the results from our interest in Diley Ridge and other related entities, our total margin was a 2.8% gain as compared to a 3.7% budget target.
- Year-to-date, through the 10 months ending Oct. 31, our operating margin remains at a 0.2% gain as compared to a 2.0% budget target and a 2.0% gain at this same time last year. Our year-to-date total margin is at 2.2% as compared to a 3.6% budget goal and a 3.7% gain at Oct. 31.

Our financials continue to be challenged by higher than expected expenses, so please look for opportunities to maximize resource utilization and improve operational efficiency.



Sky Gettys, Chief Financial Officer

In These Trying Times, Remember the Chaplain's Office is Here

Terror, tragedy, and triumph. These words are being used often to describe certain unfortunate events in our world today. Triumph is a word used to describe overcoming terror and tragedy. Americans can relate with the people of Paris, France as we remember the Pearl Harbor, and New York City attacks. At the end of World War II, the word triumph over evil could be used; however, with New York City on 9/11, many people may be wondering if triumph will ever be accomplished. Therefore, what can we do at Fairfield Medical Center to assist the citizens of, not only France, but also other possible worldwide targets, with the response to the Paris tragedy of this past week? The best answer would be for you to seek spiritual help to comfort and heal during your sorrow. If you would like to pray or talk, the chaplains would be glad to assist you and join you in prayer. We also could possibly refer you to some organizations that are able to assist. Call us at ext. 8344 if you would like assistance.

Join us at the Tree of Light Celebration!

Join us Nov. 24 at 1 p.m. for the TWIG 7 Tree of Light Celebration in the Main Entrance near the Coffee Shop. Don't miss this wonderful event that has become a great tradition at Fairfield Medical Center.

HR Corner

Benefit Open Enrollment is Here!

Open Enrollment to elect 2016 benefits is now available in Employee Self-Service (ESS). The enrollment will be open from now until Nov. 30. All full-time and part-time employees are required to complete their benefit enrollment in Employee Self-Service and meet with a Colonial Enrollment Specialist to receive your Benefits Statement. Prior to your meeting with the Colonial Enrollment Specialist, you could complete your enrollment in ESS and print your summary to take to your meeting. This will expedite the time spent with the Colonial Specialist. (You will need to know your system username and password to log into Employee Self-Service.) If you have not been given a time to meet with Colonial, or if you need to change your appointment time with them, you may stop in the Cafe' 6:30 a.m.-4:30 p.m., Monday through Friday, to sign up or make the change with a specialist. When making a schedule change, please know the table number originally assigned to you.

If you have any questions about your benefits or the enrollment process, please call Human Resources at 740-687-8017.

FMC & FairHoPe Hospice Shine the Light on Lung Cancer

Fairfield Medical Center, in partnership with FairHoPe Hospice, Lilly Oncology and the Lung Cancer Alliance, sponsored a lung cancer vigil called Shine a Light on Nov. 12 at the Pickering House.

The goal for the vigil was simple – to ease the burden of those impacted by lung cancer by connecting the community in a national call to action.

Lung cancer is the leading cause of cancer death in the U.S., taking the lives of twice as many women as breast cancer and three times as many men as prostate cancer," said Ivy O'Neal, an oncology nurse navigator at FMC who works with lung cancer patients. "Our goal was to bring awareness around lung cancer in the hope that people in our community become aware of the disease and know that, if found early, it is very treatable and beatable. Here at FMC, we have the latest technology and specialized physicians to treat lung cancer and save lives."



Marcus & Rogers Nurse of the Year Finalists



On Nov. 14, Fairfield Medical Center Registered Nurses Cathleen Marcus (right), Emergency Department, and Mary Rogers (left), Learning and Development, were recognized as Nurse of the Year finalists at the March of Dimes Gala event. Both nurses were honored for their professionalism and tireless efforts for their patients. This event is a statewide gala, held every year, to create awareness of professional excellence while promoting the future of the nursing profession. Congrats to both Cathleen and Mary for going above and beyond for their profession.

Van Horn and Ashbaugh Win Bread Baking Contest



Pictured above are Bread Baking Contest judges carefully judging the entries.

On Nov. 16, Stephanie Van Horn, R.N., diabetic educator, and Debi Ashbaugh won the Fairfield Medical Center Bread Baking Contest with John R. "Jack" Janoso, Jr., FMC president and CEO. Van Horn won in the quick bread category with her banana split bread and Ashbaugh won in the yeast bread category with her Scarborough bread.

Resuscitation Changes Coming

There are exciting changes coming to the resuscitation plan at FMC in January 2016. Every FMC employee will receive some form of basic resuscitation training. If your current CPR, ACLS, or When Seconds Count certifications expire in early 2016, you are encouraged to get a jump on the new year rush and drop into a remaining 2015 class. A representative from Learning and Development will be travelling to department meetings in November and December to talk about the details of these changes and to answer questions. Stay tuned to future Monday Mornings all December long for more information!

Recent Learning Assignments

During the week of Nov. 2, several learning assignments were made to employees.

- Kangaroo Feed, Flush, Hydration System – assigned to RNs in the Tower and the Float Pool. Completion due date: Dec. 31.
- 2015 Departmental Competency Completion – assigned to all employees except 1) managers through President, 2) Physicians, 3) Travelers. Note – any employee with questions regarding the competencies in their department are to seek clarification from their departmental leadership. All employees were sent an email with details included on Nov. 5. Due date: Nov. 30.
- Restraints – assigned to all employees for which this is a requirement. Each employee is assigned the module that is appropriate for their situation. This includes a knowledge component and a skills check-off. If they are already completed on your unit, they will not be repeated, you will simply attest to your completion. Please see the article above. Due date: Dec. 15.

Oxygen for the Soul

Enter His gates with thanksgiving, and His courts with praise; give thanks to Him and praise His Name. Psalm 100:4

(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).

Dedication of the

Chapel



**Join Us For a Dedication of the New Chapel
Tuesday, Dec. 8, 3 p.m.**



The new Chapel is located near the coffee shop.

Please note, the coffee shop will be closed from 3-4 p.m. during the dedication.



Improving our Clinical Application "Inpatient" Downtime Processes

A committee has been developed consisting of a multidisciplinary group of staff members whose goal is to streamline and improve our current computer downtime processes. The team is verifying that the downtime documentation forms are up-to-date and match what's currently in our computer documentation screens. The team also is compiling a list of the most frequent errors and concerns that have been reported during the recent downtime experiences that include, but are not limited to:

- Where to find downtime documentation forms
- How and when to use the downtime forms
- What to do with the paper reports that print prior to downtime
- Role responsibilities before, during, and after downtimes
- How to document and administer

medications during downtime (via an MAR)

- How to write and sign-off orders on paper

The list of items

above, among other reported issues, will be used as a tool to improve the downtime process and make it more user-friendly for all staff. If you have additional input to share regarding this initiative, please use the AskTEMPO icon on your computer to submit any comments or speak to your manager about joining this committee.

This process is owned by everyone in the organization, so working as one team by participating and providing feedback will make a positive impact for our patients.



On the Look Out for Patient Stories

Do you know someone who has a great story about the care he or she received as a patient at FMC? The Marketing and Community Services department is looking for patients who would be willing to give a brief testimonial about their experience and the impact it had on their life. These testimonials will be shared through various

marketing avenues, including the website, social media, video, advertising and/or print. All patients who wish to participate must be willing to be photographed. If you know of a great patient story, please contact Michelle George in Marketing at 740-689-6636 or michellege@fmchealth.org.

Did You Know: Type II Diabetes

Type II Diabetes is on the rise in our country. The sad realization is Type II Diabetes is preventable and your risks factors can be reduced! The first step towards avoiding diabetes: weight control. Maintaining a healthy weight significantly reduces your risk for diabetes (and many other diseases too!). Losing weight is a challenge for most people, but choosing healthy foods can make it easier. Aim to make half of your plate fresh fruits and vegetables. These foods are high in fiber, vitamins, and minerals and low in calories! High fiber foods help control blood sugar spikes and keep you full longer. The benefits of fruits and vegetables only begin here. To prevent diabetes and have a healthy weight, choose a diet rich in these wonderful foods!

Get Deals at the Bargain Boutique

Get Deals at the Bargain Boutique
The Bargain Boutique, Lancaster's oldest consignment shop, is operated by Fairfield Medical Center's TWIG 2. The store offers quality merchandise at bargain prices. All proceeds benefit Fairfield Medical Center. The boutique is located at 1724 E. Main St. 2015 Holiday Schedule: The store is closed Nov. 25 and 26., and Dec. 20-Jan. 5. First consignment date for 2016 is Jan 2. Open for business on Jan. 6. We will continue to accept consignments on Saturdays through December 2015. The only Saturday that consignments will NOT be accepted during the 2015 holiday season is Dec. 19. Thank you for your support of The Bargain Boutique and Fairfield Medical Center. If you have questions, call the Bargain Boutique during business hours, at 740-654-4620.

Attention Super Shoppers

There is a new Super Shopper order form on the Intranet for Christmas! Please check it out. We have four more order dates before Christmas. Please contact Carol DiSanto with any questions at ext. 8814.

SAVE THE DATE

Turkey Day 5K

A Fairfield Medical Center Event

**NO COST FOR CHILDREN
13 AND UNDER!**

**Thursday, Nov. 26
8:30 a.m.**

**Forest Rose School
1592 Granville Pike • Lancaster, OH**



The Turkey Day 5k is part of Fairfield Medical Center's community-wide initiative designed to improve the health of residents in our community by promoting healthier eating habits and increased levels of physical activity.



Retro Meals

Once a month during the Centennial Celebration, the Cafeteria will feature a "retro meal" as part of the celebration. The "first retro" meal is Nov. 27 and will consist of a meatloaf TV dinner. Anyone that was around in the 50s and 60s remembers those little culinary delights! I have vivid memories of how big a deal they were back then. Bon Appetit mes amis! ~John Belin, Dietary manager

Santa Claus is Coming to Town

Santa is coming to FMC on Saturday, Dec. 5 from 11 a.m.-2 p.m. Please bring your children and grandchildren for pictures with Santa. To register, call Human Resources at ext 8017 or stop in the office. Santa's mailbox will be there if children would like to drop off their letter that day. Please report to Assembly Room 1 to check-in. The EAC will provide free 4x6 photos two weeks after the event. Questions? Please contact Marlene at ext. 8046.



Restraint Training for 2015

During the week of Nov. 2, restraint modules were assigned to individuals requiring restraint training based on their position, and previous completion in some areas of the hospital. The competency or equivalency must be completed by Dec. 15. Skill Check-off opportunities will be available at the following times: Nov. 23 from 5 a.m.-9 p.m. in the Mid-level Conference

Room, Nov. 24 from 5 a.m.-9 p.m. in the Mid-level Conference Room, Nov. 25 from 5 a.m.-9 p.m. in the Mid-level Conference Room, Dec. 9 from 4-9 p.m. in the Mid-level Conference Room, Dec. 10 from 4-9 p.m. in the Mid Level Conference Room, and Dec. 14 from 5 a.m.-9 p.m. in the Skills Lab (Mid-level).

FMC Food Drive Challenge

The FMC Foundation and the Employees Helping Employees Committee is proud to announce that we have set a goal of 10,000 pounds of food to be donated, hospital-wide. Let's come together during this season of thankfulness and donate 100 pounds of food for every year FMC has been in existence. This is less than

five pounds of food per employee. Drop-off boxes are located throughout the hospital and food will be weighed weekly until Dec. 11. Watch the thermometers for the food drive progress, located at the main entrance and in the café. Food will be donated to the Lutheran Social Services food pantry and Spirit of Christmas families.

New FMC Employees

The following new employees joined the team on Nov. 16:

- Scott Baker, FHP Physician
- Phillip T. (Phil) Bowes, Telemetry
- Meka R. Cottrill, Lab
- Jordon R. Dicken, 2 Surgical
- Michelle K. Duncan, 3rd Floor
- Elaine M. Eblin, 5th Med./Surg.
- Julia E. Fallon, ICU
- Benjamin R. Gibson, 4th Med./Surg.
- Elaine C. Hatch, Float Pool
- Lisa M. Kain, Patient Representative
- Victoria A. (Vickie) Mayle, Lab
- Megan E. McCandlish, FHP Float
- Kirstie A. (Ali) Meyer, 4th Med./Surg.
- Chantelle E. Negrete, Nursing Services
- Crystal L. Ogg, Medical Information
- Megan M. Redman, 2 Surgical
- Kayla R. Russell, Cath Lab Recovery
- Dayna L. Smith, Progressive Care
- Alexa M. Stanton, Lab
- Corrine G. Tipple, FHP Revenue Cycle
- Valarie D. Surface, 2 Surgical

Wellness Corner - News/Upcoming Events

Tennie Tuesday

Being physically active is important for your overall wellness, so get active at work! Employees are encouraged to wear dresscode appropriate tennis shoes every Tuesday. Gain more energy by parking far away and walking farther to your destination, taking the stairs, scheduling a standing meeting or by walking across the hall to talk to a coworker instead of calling or sending an email.

Fitness Challenges

Fall into Fitness, Nov. 1-Dec. 31

Contact Aaron Adams at ext. 8459 for more details and registration.

Turkey Day 5K

Join us Nov. 26. Don't forget to pre-register. Children 13 and under can race for free. For questions, call ext. 6822.

Wellness Wagon

Keep a look out for the Wellness Wagon, where you can get all your information about what is going on with Health and Wellness.

Also Coming Soon . . . Healthy Meal Recipe Challenges

Birthdays

MONDAY

Sonya Andres, Housekeeping
Dixie Arnold, Patient Representative
Larry Butcher, Emergency Dept.
Gloria Hurst, FHP Revenue Cycle
Rebecca June, Medical Information Services
Tara Miller, Surgery Assessment
Kaitlyn Mohler, Lab, DHS
Norma Nye, Dietary
Corene Poling, Emergency Dept.
Stephen Robison, Plant Engineering
Sarah Rowles, PCU
Emilee Thompson, Emergency Dept.

TUESDAY

Keith Bycofski, Emergency Dept.
Jessica Friesner, Cardiac Cath
Janie Preston, Lab, Hematology

WEDNESDAY

Nicole Lobo, Learning & Development
Caryn Orr, Surgery River View
Stacie Robinette, FHP Primary Care of Diley Ridge
Susan Sadler, Volunteer, Surgery Waiting
Meredith Schilb, Fifth Med./Surg.

THURSDAY

Jennifer Mitchell, Emergency Dept.
Michael Mitchell, Cardiovascular Services, Systems
Erika Pontious, Cardiac Cath
Anita Stevens, Cardiac Cath Recovery

FRIDAY

Michael Giles, Housekeeping
Erin Hoffman, Third Med./Surg.
Stephanie Mitchell, Surgery Assessment
Brandi Salyers, Contracts & Collections

SATURDAY

Andrew Dagg-Murry, FHP Infectious Disease-Wound Care
Melissa Harley, Lab, Phlebotomy
Mindy Miller, Maternity
Michelle Stiver, Registration

SUNDAY

Steven Burgess, Plant Engineering
Abbagail Grubb, Cardio Fitness
Kaitlynn Mathias, Nursing Float Pool

Are You Interested in the No One Dies Alone Program at FMC?

Are you interested in becoming a No One Dies Alone volunteer?

If so, please join us for a Dec. 3 orientation from 1-2 p.m. in Classroom Alpha. Please contact Melony Rarick at ext. 8194 to get registered, or to receive additional information.

Join the Wellness Warrior Team

Health & Wellness is proud to announce the creation of our Wellness Warrior team! This team will meet quarterly to create and design Health & Wellness ideas that can appeal to everyone at FMC and our community. If you would like to be an Elite Wellness Warrior, contact Kellie Sharp at ext. 6822 for more information.

Hospital Happenings

Books Are Fun Sponsored by TWIG 16

to benefit patient care Monday, Nov. 23 from 7 a.m. through Tuesday, Nov. 24 from 4 p.m.–ALL NIGHT! Payroll deduction, cash and credit cards are accepted.

Getting to Know Tweens Workshop

Join us Dec. 9 from 8 a.m.-noon in Assembly Room 1. This educational event is FREE and includes a light breakfast. Featuring Cathleen Opperman, a professional development nurse specialist at Nationwide Children's Hospital. Topics include: Development tasks for 10-year-olds through adult and describe physical changes in the developing adolescent. We will also discuss care considerations for adolescents and how to apply developmental concepts to scenarios. RSVP to Lisa Sells at ext. 3743 by Dec. 4. Medical assistants, nursing assistants and technicians are welcome. Free Continuing Education (CE) is available.

TWIG 12 Christmas Cookie Auction

Need a hand with baking this holiday season? TWIG 12 can help! Join auctioneer and FMC Foundation employee Amanda Strigle in the FMC Cafeteria for a live Christmas cookie auction from 11:30 a.m.-12:30 p.m. on Friday,

Dec 18! (Don't forget the special "sneak peek" from 10:30-11:30 a.m.) Payroll deduction is available. The money raised from this event will benefit the Script Assist Gap Fund.

Childcare and Baby-Sitting Safety (CABS)

Children ages 11-15 will learn what to expect at what age and how to positively discipline, as well as CPR and Foreign Body Airway Obstruction Training. The next class is Dec. 30 from 8:30 a.m. to 3:30 p.m. Registration is required by calling 740-687-8007. The fee is \$35 per person and will be held in the FMC Assembly Rooms.

Gynecological Cancer Education Information & Caregiver Support Group

Join us from 7-9 p.m. on the second Tuesday of every other month, at the Cancer Resource Center for a gynecologic cancer support group meeting. The next meeting is scheduled for Jan. 12. We will discuss gynecological cancer (ovarian, uterine and cervical cancer) and allow you to relate with others. For questions or more information, please call 740-277-6941 or contact us at mytealfriends@gmail.com.

EVENTS

From the Employee Activities Committee

COSI discount tickets good for ANY DAY throughout the rest of 2015! Your FMC group price: \$10 per ticket (all ages) Save up to 48 percent off! General admission to COSI's classic exhibits and live shows is included. We have a limited number of tickets to sell at this special price. Tickets can be purchased in HR Monday-Friday from 8 a.m.-4:30 p.m. Please complete the ticket order form found on the FMC Intranet/Employee Activities button. Polar Express Weekend is Dec. 13 and 14.

New York City Bus Trip April 22-24

We will be staying two nights at the Belvedere Hotel on 48th Street, departing at 6 a.m. on Friday, returning at 11 a.m. on Sunday. Cost includes bus and hotel; meals not included. Cost based on room occupancy. See the Intranet for a reservation form, liability form, and trip flier. Questions? Contact the trip host, Heather Davis, at ext. 8060 or by email.

Join us at the Cleveland Cavaliers vs. Boston Celtics game on March 5 at 7 p.m.

Tickets are \$132 each for lower level seats (Section 100,101) and upper level seats (Section 225,226,227). Tickets include Court of Dreams package, which allows all participants to shoot on the official Cavs hardwood court following the game. Payroll deduction is available. Priority based on first come, first serve basis. Deadline is Dec. 31. For ticket registration, go to the Intranet/Employee Activities. Questions? Call ext. 8345.

World's Toughest Rodeo at Nationwide Arena on Saturday, Jan. 30 at 7:30 p.m.

Tickets start at \$13 per person. Order deadline is Jan. 25 at 3 p.m. Payment options: credit card or check made payable to Nationwide Arena. See the Intranet/Employee Activities for an order form.

Disney on Ice – Group Discount Tickets

for Feb. 3-7 at Nationwide Arena. Tickets starting at \$19. Please see the FMC Intranet/Employee Activities button for an order form. Deadline is Jan. 22 at 3 p.m.

Ethics & Compliance Hotline: 1-855-541-4169
or go to fmchealth.ethicspoint.com

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.

Schedule Your **FREE** Mammogram Today

This program provides free mammograms to the uninsured and underinsured who qualify in Fairfield, Hocking and Perry Counties.

A physician order is needed to schedule a mammogram. To check eligibility, or for assistance in obtaining a physician's order, contact Carol Disanto, Komen Grant Representative, at carold@fmchealth.org or 740-243-8924.



"If I hadn't scheduled my mammogram, I probably wouldn't have made it," Beverly said. "I was in stage 1 breast cancer and didn't even know it."

~Beverly Smith, breast cancer survivor and Lancaster resident, pictured with Shelly Romine, FMC oncology nurse navigator.

