

CALENDAR

- May 28 Professional Competency**
Handwashing, infection control, safe patient handling, accu chek and restraints
Agee
Call ext. 4401, 4402 or 4409 to register
- May 29 StrengthsFinder**
Agee
8 a.m.-Noon, Need test online
8:30 a.m.-Noon, Test completed
Call ext. 4401, 4402 or 4409 to register
- May 30 CPR Certification**
Agee
9:30 a.m.-1:30 p.m.
Call ext. 4401 or 4402 to register
- May 31 Beginning Excel 2007**
Agee
9 a.m.-Noon
Call Sharon Gollehon at ext. 4404 to register
- June 3 NEO**
- June 4 Caring for the Pediatric Pulmonary Patient**
Rebecca Wills
Skills Lab
8:30-10:30 a.m.
Call 4401, 4402 or 4409 to register

Chapel Services

Catholic Mass is offered Monday, Tuesday, Thursday and Friday at 4 p.m., Wednesday and Sunday at 10:30 a.m. and Saturday at 4:30 p.m. The Worship Service is Thursday at 10:30 a.m. Hymn/Music Program is Sunday at 3:30 p.m.

May 26 Jeri Gibson

June 2 Sigma Alpha Lota



Samantha Washburn (in hat) combined her two favorites loves, pop star Justin Bieber and Mexican food, into a belated Cinco de Mayo celebration on Friday, May 10 in the Alexis Verzal Children's Rehabilitation Hospital. Patients and their families enjoyed a variety of food courtesy of the Washburn family.

May is Better Speech and Hearing Month

By Jessica Kohn, M.S., CCC-SLP
Speech-Language Pathologist and Certified Brain Injury Specialist



We live in a connected world that can be overwhelming. There is daily bombardment from email, texts, Facebook and Twitter. We receive the latest news alerts on our phones and get updates about family and friends via instant photos and video. Communication comes at an amazingly fast speed!

What happens if a person suddenly loses that communication connection due to a stroke, a traumatic brain injury, spinal cord injury or other illness? Even if they can speak, the person may have trouble verbalizing or organizing his or her thoughts in this fast paced world.

A person may experience slurred speech, combined with changes in pitch and loudness (dysarthria), making it difficult for others to understand them. Some people may develop changes in their cognitive thinking, causing difficulty with their short and long term memory. People can lose their identity, feel disconnected, overwhelmed and sad. Communication disorders not only affect the individual, but also impact families.

Speech-language pathologists (SLPs) are specially trained to help people communicate and connect with their world. They introduce the most effective communication strategies to reduce stress and frustration levels for the patient and their communication partners.

The SLP helps educate the communication partner in specific techniques, such as use of gestures and/or written cues to supplement comprehension, using a slower rate of speech and simple statements, giving wait time for a person to respond, use of written or auditory choices, or how to use a communication or alphabet board.

For the patient, the SLP demonstrates the benefits of using high-tech communication devices, picture books, writing, gestures or other environmental aids, such as memory logs or written notes, using over-articulation, appropriate pacing, topic setting, gaining the attention of their listeners before speaking, repeating a concept or instructions in their own words, or using description if they can't think of a word.

The technology a person used before their illness is often used in speech therapy, as it provides the added benefit of increased motivation, relevance, and the opportunity to increase the intensity of therapy through computer-led practice. For example, SLPs at Madonna will use music from a patient's personal device to increase their interaction with the environment and assist with fluency or verbal output. Since music is hardwired to our brains, we don't have to think much about it to recognize and sing along to familiar tunes.

SLPs use photos stored on iPads or phones to help people reminisce, label and recall names of their family members and to explain events from their lives. This is therapeutic for maintaining a sense of self while also interacting and communicating as part of therapy.

The same devices can be used to take photos on the spot of the patient in therapy if they are having trouble recalling their day or rely on visual information to assist with verbal explanations. There are a variety of apps for speaking aloud for people who don't have a voice or are difficult to understand these apps range from supporting simple to complex communication skills. There are also apps for providing biofeedback for speech and voice retraining, including sound level meter, delayed auditory feedback, as well as the camera and video recording for visual feedback. And although apps are important therapy tools, a speech language pathologist can help identify what tools work best, provide training and opportunities to use the apps functionally. Just because you give a person an app, doesn't mean it will be used or used well.

SLPs use technology in speech therapy to help with cognitive-communication disorders also. Familiar games such as Angry Birds, Cut the Rope and Scrabble, are often interesting and motivating to all ages, can be excellent therapy tools for attention and problem-solving with guidance and assistance from therapists. Timers, alarms, and calendars built into many personal electronic devices are wonderful to help our patients remember to take medications and complete assignments. Often, SLPs at Madonna assist and retrain patients on how to navigate online to look up subjects of interest, from motorcycle parts to kitchen recipes to finding news in their hometown and the world. Technology has become an integrated part of everyday therapy sessions.

Communication is our life, a way of sharing our stories, defining ourselves and relating to those around us. The SLPs at Madonna are committed to ensuring patients stay connected with others and their world.

the INDEPENDENT

A Newsletter for Madonna Rehabilitation Hospital

www.madonna.org

May 24, 2013

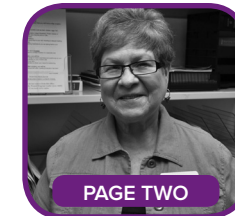
402.413.4292

The Madonna Independent, an employee newsletter of Madonna Rehabilitation Hospital, is published every other Friday by the Marketing and Public Relations department. To submit a story idea, news item, announcement or recognition information, contact Tami Rudder, editor, at 402-413-4292 or trudder@madonna.org.

All story ideas, news items, announcements or recognition information must be submitted the Friday before the Independent is printed. Note: The deadline for the next issue is Friday, May 31.

The Independent can be viewed online at www.Madonna.org

Allamby retires after 17 years of dedication



PAGE TWO

Cinco de Mayo celebration in the pediatric hospital



PAGE FOUR

Wyoming native reclaims his independence following TBI

Nine years ago, a car accident shattered Dennis Weaver's body and spirit. "That's the day my life changed forever," said the soft-spoken 47-year-old husband and father.

On May 7, 2004, Dennis was heading home on Interstate 10 after putting in a long day as a superintendent for a plumbing company in Phoenix, Ariz. A truck driver allegedly fell asleep at the wheel and slammed into Dennis' new Chevy van. The high speed crash totaled his vehicle and the engine landed on Dennis' right leg. Emergency responders worked for two hours to free him from the wreckage.

A helicopter flew Dennis to St. Joseph's Hospital and Medical Center in Phoenix, where doctors pieced his shattered leg back together with pins, screws and metal. The injury that wasn't as apparent happened to Dennis' brain as it shook violently back and forth inside his skull, resulting in a traumatic brain injury (TBI).

Following four months of extensive orthopedic surgeries, Dennis spent more than a year in rehabilitation for his TBI. In 2007, Dennis returned to his hometown of Moorcroft, Wyo., to be closer to extended family. "Personally, I needed a lot of help," said Dennis.

Unable to return to his previous occupation, Dennis began cooking at the local VFW and his family's restaurant. With access to limited rehabilitative care, his overall health declined dramatically. "Depression and anxiety took over my life." Dennis' wife, Andrea, and his step-daughters witnessed firsthand his physical and psychological struggles.

An avid outdoorsman, Dennis loves to golf, hunt, fish and ride horses, but safety became a big concern. "I was easily frustrated," said Dennis, who felt his life spiraling downward. In October, 2012, Paradigm, a workers' compensation provider, recommended Dennis come to Madonna Rehabilitation Hospital. Results of a comprehensive brain injury assessment indicated Dennis required more intense rehabilitation to restore his active lifestyle.

Five months later, Dennis returned to Madonna, but experienced a lot of reservations entering the Rehabilitation Day Program. "I had no self-confidence and didn't know what to expect," said Dennis, who could barely move his right leg. Being around other people intimidated him, but his Madonna team remained upbeat and reassuring. "They are phenomenal— you're not just another human being on an assembly line."

Madonna's new Transitional Living Program (TLP), where Dennis lived in onsite housing with two other men, helped Dennis heal emotionally. Through daily interactions with his roommates, Dennis' social skills reemerged, along with his personality. "I never felt out of place at Madonna," said Dennis. TLP increased Dennis' independence with daily living activities like cooking and laundry.

Regaining his physical strength and conquering his cognitive deficits took Dennis weeks of daily, repetitive therapy. The first time Dennis stood in the aqua therapy pool he was overcome with emotion. "I cried because I hadn't walked independently since 2005." Dennis strengthened his right leg with technology like the NuStep, ICARE and Proprio 4000. Within a month, he felt he'd turned the corner. "I got the spark back in my life."

Gaining control of his depression and restoring self-confidence proved the most challenging for Dennis. He learned techniques to reduce anxiety and control his anger. Speech therapists used an iPad, provided by Paradigm, to help Dennis with memory and executive functioning. Dennis' socialization and self-worth soared through volunteering in Madonna's Café as part of a return to work program,



Dennis (right) cruises the halls of Madonna on a handcycle with Rick Haith, recreational therapist. Cycling was incorporated into Dennis' recovery from a traumatic brain injury.

Nance voted Marketer of the Year



We are pleased to announce that Molly Nance, MLA, PCM, was named Marketer of the Year by the American Marketing Association Lincoln Chapter. It is a significant award and Molly is now among the best and brightest marketers who have been similarly honored.

Molly has been in her role as director of strategic planning and marketing for seven years. She leads the marketing planning, advertising and public relations efforts for the hospital and its business lines: Madonna Rehabilitation Hospital, TherapyPlus outpatient services, St. Jane de Chantal Long Term Care and ProActive medical fitness center. Congratulations, Molly, on this well-deserved honor your peers have bestowed on you.

Intranet goes live

Madonna's new intranet will go live June 3. The restructuring reflects our new branding style and brings a fresh look to the site. Main menu headings will remain unchanged with drop down sub categories of information. New features include:

- What's Happening Today
- Video clips of patients and staff accomplishments
- Way to Go sections for staff to share recognition

The intranet will be the main communication portal for Madonna staff. The "Everyone" and "Classified Ads" have been incorporated into the site.

If you need assistance with navigation, please contact Tami Rudder at ext. 4292 or trudder@madonna.org.

(Continued on page 2)

St. Jane de Chantal Awards of Excellence

Residents, their families and staff joined together to honor employees at the annual St. Jane Awards Ceremony on May 13, 2013, in the Sheridans. Held in conjunction with Older Americans Month, the awards recognize employees and volunteers for significantly impacting the lives of the residents in the long term care unit.

Paul Nathenson, vice president community services and integrative health, emceed the event with assistance from Melody Gagner, director of nursing. The 2013 recipients, with comments from their nominees, included:

Excellence in Promotion of Meaningful and Enriching Lives for People of All Ages; in loving memory of Margaret E. Murray

Recipient: *Deb Oates*

"She has a heart of gold and does so many wonderful things for so many of our residents!"

Excellence in Promotion of Resident Health and Quality of Care; in loving memory of Maj. Donald E. Murray

Recipient: *LaTonya Porter*

"She goes above and beyond to make our residents happy by listening to their concerns and following through when she says she will help them."

Excellence in Leadership

Recipient: *Lisa Culbertson*

"Lisa takes personal accountability for VAU and Long Term Care. She is a quiet leader, the unsung hero of Long Term Care."

Special volunteer recognition was given to Dennis Drudik. An excerpt from his nomination stated, "When describing Dennis, residents use the words 'kind, helpful, good listener, and tries to go above and beyond.'"

Nominations were submitted by residents and their families, as well as fellow coworkers. Staff winners were presented with a certificate and a check for \$250. The awards are made possible through a generous donation from the family of Maj. Donald and Margaret Murray and the family of Miriam Nathenson.



(L to R) Deb Oates, Lisa Culberston, LaTonya Porter, Paul Nathenson, Nancy Nathenson and Dennis Drudik

Allamby retires after 17 years

Sally Allamby has witnessed countless changes at Madonna during her 17 years as a case manager. "Initially, there were 40 beds of subacute and only 14 complex medical beds," said Sally, a registered nurse with CRRN accreditation. Those figures fluctuated yearly with the bed configuration. "Acuity has increased so much since I started," said Sally. High acuity medicine refers to medical interventions designed to treat seriously ill patients in hospitals or medically staffed specialized settings.

Working with insurance companies on

behalf of the patients is one of the job challenges Sally enjoys. "It makes me feel good when I can be an advocate for the patient," said Sally. She appreciates the close-knit ties with other members of the case management team. "We are very supportive of each other."



Sally says travel is high on her post-retirement list, along with devoting more time to her family. "I'm definitely looking forward to attending my grandchildren's activities and doing lots of traveling with friends." A retirement tea in Sally's honor will be announced at a later date.

Employee Focus: Fun factoids about Deb



Deb O'Connor, MS-CCC SLP
Swallowing Program Leader
MRH Employee for 14 years

1. I love my family, gardening, animals, reading and exercise.
2. I have no willpower when it comes to chocolate lava cake.
3. I'm a native of Valentine, Neb., and plan to retire in the Colorado Rockies.
4. My favorite quote is by James Gordon, "It's not that some people have willpower and some don't. It's that some people are ready to change and others are not."

I love the incredibly diverse patient case load at Madonna. It's a win-win situation with my patients as I get the opportunity to improve their quality of life, but I also learn from them. I am fortunate to have a wonderful group of colleagues who help me grow professionally and personally.

Benefit Enrollment Meetings and Wellness Health Screenings

Attend a Benefits Meeting to get an overview of benefit offerings effective July 1, 2013. Health plan design changes will impact plan participants so be prepared and informed! Please complete the following three steps.

1. Attend a Benefits Overview Meeting between May 23 through June 4 (see dates below).
2. Complete a Wellness Health Screening between May 23 and June 7 (see dates below). Schedule your screening NOW! Go to the Madonna intranet - under "Services" link, click on "Employee" then "Human Resources" and "Wellness Health Screening." If you do not have access to the intranet or need assistance, call ext. 4401. Please fast for 8-10 hours prior to your screening.
3. Complete your pink Flex-Choice Benefits Election form if you want to enroll in new plans or make changes to current plans - submit to Human Resources by June 7, 2013 at 4:30 pm.

Benefits Overview Meetings

Thurs., May 23	ProActive	11 a.m.
Wed., May 29	Sheridans	7 a.m.
Thurs., May 23	Flanagan	12:15 p.m.
Thurs., May 30	Sheridans	12:15 p.m.
Fri., May 24	Flanagan	12:15 p.m.
Tues., June 4	Flanagan	12:15 p.m.
Tues., May 28	Sheridans	12:15 p.m.

Wellness Health Screenings

Thurs., May 23	Sheridans	7-9:30 a.m.
Tues., June 4	Sheridans	6:30-9 a.m.
Wed., May 29	ProActive	7-9:30 a.m.
Wed., June 5	Sheridans	6:30-9 a.m.
Thurs., May 30	Sheridans	7-9:30 a.m.
Fri., June 7	Sheridans	6:30-8:30 a.m.
Fri., May 31	Sheridans	7-9:30 a.m.

Contact Wendy Charlton at ext. 4336 or Cindy Rohlmeier at ext. 4339 with any questions.

Dennis Weaver, continued from page 1

Recreational therapy introduced Dennis to adaptive leisure opportunities, like the handcycle and Paragolfer. "He was very timid at first and didn't realize his potential," said Rick Haith, recreation therapist. "Dennis' eyes lit up when he learned he could golf and bike independently."

Surviving the accident changed Dennis' outlook. "It sounds odd, but it made me a better person. I value life more." Before the accident, he had a great job and all the material "toys," but something was missing. "Following my rehab at Madonna, I can truly say that I'm happier than I've ever been."

Benefits Enrollment time: important changes to Madonna's health care plans

Benefits enrollment information was mailed on May 13 to those eligible for benefits. Please open and review your enrollment packet when it arrives at your home. Plan to attend an enrollment meeting and schedule your Wellness Health Screening (WHS) through the intranet or contact Education at ext. 4401 to schedule an appointment. **The deadline to make any changes to your benefits is 4:30 p.m. on Friday, June 7, 2013.**

Wellness Health Screenings are available to all employees at no cost in order to bring awareness of your own biometric and lab results and take appropriate actions to improve wellness. The screenings will also provide data on Madonna health plan participants to assist in programming and problem solving with health issues. Please fast for 8-10 hours prior to your screening. Allow 15 minutes for your appointment. Do not wait until the last day. All employees may complete screenings (whether benefits eligible or not) - dependents do not.

The WHS consists of lab results including cholesterol, triglycerides, LDL, HDL, glucose and cotinine (tobacco), measurements (body mass index, body fat percentage and waist) and weight and blood pressure screen. Those identified with Metabolic Syndrome this year will have until December 31, 2013, to complete the requirements of the program for next plan year. Testing for tobacco has been added this year.

Why should I complete a WHS?

If you complete a WHS by the June 7 deadline, your premiums, deductibles and co-pays (as well as your dependents, if applicable) will be lower if you meet all three requirements of the WHS (complete the screening, test tobacco free and meet necessary requirements if identified with Metabolic Syndrome last plan year). If you choose not to complete these requirements by June 7, you will be enrolled in the Basic Low Option plan. (If you have dependent or family coverage under the health plan, the employee is the only one required to meet the WHS requirements whether electing single, dependent or family coverage.) If you are identified with Metabolic Syndrome during the WHS in May or June of 2013, you will need to complete the program requirements by December 31, 2013, to be eligible for participation in the Enhanced plans for 2014/2015 plan year.

Summary of Benefit Changes Effective July 1, 2013 (2013/2014 plan year)

Madonna Health Plan

- We are moving from four health plans to three. We will no longer offer the High Option Basic Plan.
- Premiums for the High and Low Option health plans will increase from last year.
- Deductibles will increase for all plans.
 - Enhanced High Option and Low

Option deductibles will increase by \$100 for single and \$200 for family coverage.

- Basic Low Option deductible will increase by \$200 for single and \$400 for family coverage.
- In network maximum out-of-pocket limit will increase
 - All plans' maximum out-of-pocket limit will increase by \$300/single and \$600/family coverage.
- Prescription coverage will change:
 - 30 day supply
 - \$15 generic
 - \$55 name brand formulary
 - \$75 name brand non-formulary
 - 90 day supply
 - \$35 generic
 - \$110 name brand formulary
 - \$150 name brand non-formulary
 - Step Therapy program will be implemented which is designed to help manage the high cost of prescription drugs. The plan will pay for certain lower-cost drugs (Step 1 drugs), but not the higher cost alternatives (Step 2 drugs). The program will affect new members or current members who are prescribed new prescriptions. Current members taking a Step 2 drug will not be required to change to a Step 1 drug initially.

Dental Plan

- Premiums will increase slightly for both the High and Low Options.
- Annual Maximum plan limits will increase for both the High Option and Low Option plans.
 - High Option annual plan year maximums will increase from \$1,000 to \$1,200 per person.
 - Low Option annual plan year maximums will increase from \$500 to \$600 per person.
- Orthodontic lifetime maximum coverage per dependent child will increase from \$1,200 to \$1,500.
- Implants will be covered under the High Option plan.

Vision Plan

- Premiums and plan provisions for the vision plan will have no changes.

Short-term Disability

- Premiums will remain the same. The plan will offer guaranteed issue for the 13/14 plan year. This means all eligible employees are guaranteed enrollment in the plan effective July 1, 2013.

Life and Long-term Disability Insurance

- Premiums and plan provisions will not change.

Flexible Spending Account (FSA)

- Plan provisions will not change.

WHS Participation and Requirements

- Participants identified with Metabolic Syndrome during the WHS conducted in May/June 2012 must have completed one of the following requirements of the program by 12/31/12 in order to be eligible to enroll in the Enhanced Health plan for 2013/2014 plan year effective July 1, 2013:
 1. Participate in three 20 minute coaching sessions with a Fit For Work Wellness Specialist, or
 2. Provide signed documentation from your health provider that you are working with them to address your identified health care needs.
- Lab tests for tobacco use will be administered during the Wellness Health Screening. You must be tobacco free in order to be eligible for Enhanced Plans for the 2013/2014 Plan Year.
- If you do not complete the WHS or if you complete the WHS but do not meet the requirements of the WHS (outlined in the above two bullets), you will be enrolled in the Low Option Basic plan.
- If you are identified as having Metabolic Syndrome at the upcoming WHS in May and June 2013, you must complete the requirements of the program (see number 1 and 2 above) by 12/31/13 to be eligible for enrollment in the Enhanced Health plan for 2014/2015 Plan Year effective July 1, 2014.

You can access all the above information on the Madonna intranet (Click "Services" at the top of the page, go to "Employee", click on "Human Resources", click on "Wellness Health Screening" and/or "Annual Benefits Enrollment"). You may access all the individual benefit plan documents for Health, Dental, Vision, Life, Short Term Disability, Long Term Disability, Flexible Spending Accounts, etc., at these same locations.

WAY TO GO

The following staff were recognized in Madonna Rehabilitation Hospital's latest customer satisfaction survey for providing exceptional customer patient service:

- **Cara Bassinger, OT**
- **Dianne Hines, RN**
- **Ashley Myers, LPN**
- **Tabatha Sorenson, OT**
- **Rhonda Steckelberg, PTA**
- **Kent Wallinga, PT**
- **Linda Winter, RN**

Way to go for going above and beyond for our patients. You are an asset to Madonna. Thanks for all you do!

—Paul Nathenson
Vice President Community Services and Integrative health