

The Madonna Independent, an employee newspaper 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 486.8606.

Harwood shares therapy knowledge with Madonna associates



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Divito shares insights on Denmark CARF survey



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Patients enjoy socializing and practicing skills on therapy outing



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Guardsman survives roadside bomb

Jeromy Dillman prides himself on his eagle-eye vision. The specialist with the U.S. Army National Guard spotted the roadside bomb from atop his gunner's perch in the lead scout vehicle of a convoy near Balad, Iraq, on Feb. 21, 2007. He yelled to alert his crew and they swerved in an attempt to dodge the bomb, but it hit the wheels on the driver's side and detonated. Shrapnel tore through his left leg and pelvis as a result of the blast. He suffered a closed-head blast injury that resulted in a major concussion and a traumatic brain injury (TBI).

Jeromy was stabilized at a Balad hospital, lifeflighted to Germany and sent on to Walter Reed Army Medical Center in Washington, D.C., where he spent the next three months. "I didn't have a rosy

prognosis when I was admitted," Jeromy shared. "The doctors said I'd probably never move my foot again, or at best, rely on a cane."

Nebraska State Adjutant General Roger Lempke and Senators Ben Nelson and Chuck Hagel were instrumental in cutting through the red tape and getting Jeromy transferred to Madonna for rehabilitation. "I've been very fortunate to have concerned politicians and military personnel supporting my cause," Jeromy stated.

Gen. Lempke initially told Jeromy about Madonna's rehabilitation program. He explained that Jeromy qualified for the Community-Based Health Care Initiative Program, which helps soldiers transition back into civilian life. They are referred to a hospital within 50 miles of their home station, which in Jeromy's case, was Lincoln, Neb. The reservists complete light duty at their home station between medical appointments. This gives the soldiers time with their families and the stable order of a familiar military environment.

"I've seen soldiers with TBIs who didn't get treatment for up to a year post-injury, which compromises your recovery. I'm so thankful not to be in that category," Jeromy

emphasized. He was admitted to Madonna's outpatient rehabilitation program in June 2007.

One of his primary goals was to get movement back in his left leg and foot, despite the grim diagnosis he'd previously received. Another scan on his foot held more positive results and his therapists set up a program to address movement issues. Working aggressively in therapy sessions five times a week paid off; he can now walk unassisted.



Spc. Jeromy Dillman goes over his daily schedule with Gail Finsand, Madonna speech language pathologist

Jeromy also worked hard in rebuilding both his speech and vision. "When I began therapy, it was an effort to even hold a conversation. Karen (Kenyon) and Gail (Finsand) taught me strategies to reduce the excess dialogue going on in my head," Jeromy said. In the past few months, his speech has become more focused and he's less apt

to head off on a tangent.

"Jeromy is making great strides in organization, planning, and time management. He is strongly motivated and is working hard to balance personal, community, and work responsibilities," Finsand shared.

Jeromy's vision concerns were addressed by his therapy team with exercises using prisms and the Dynavision 2000. He proudly points to a patch on his military uniform that identifies him as a Squad Designated Marksman. "You can't obtain that level without precise accuracy," Jeromy explained. His vision has experienced a dramatic improvement during his rehabilitation. Jeromy plans to return to Army marksmanship school in Little Rock, Ark., and eventually become an instructor.

Madonna ProActive was a catalyst in Jeromy's recovery. Soldiers injured in the line of duty and completing therapy at Madonna are eligible to continue independent rehabilitation at ProActive. Jeromy was the first soldier to elect this option. Amber Herrington, outpatient therapist, outlined a regimen of exercises and accompanied Jeromy on his initial visit.

"ProActive is a beautiful facility and working out in that environment proved so beneficial

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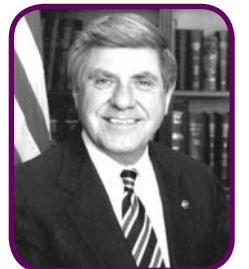
Campaign update

The Madonna Foundation is pleased to announce the new capital campaign total of \$3,770,581. We are moving closer to the goal of \$8.5 million.

Sen. Nelson a champion for rehabilitation

by *Marsba Lommel, President and CEO, Madonna Rehabilitation Hospital*

Rehabilitation is such a generic word that it is often overlooked in our view of healthcare. There are more dramatic topics that easily grab our attention, such as the breakthroughs in emergency medical care that save the lives of people who never would have survived in the past. Rehabilitation is what happens after the emergency room, the trauma center and life saving surgery. It takes longer, it is hard work, and it requires highly specialized professionals, a well coordinated team and sophisticated technology. But rehabilitation is easily confused with the word



Senator Ben Nelson

"therapy" or with drug and alcohol rehabilitation. Since most people do not want to think about a disabling disaster happening to them or their family members, rehabilitation gets little attention. But for the millions of senior citizens who rely on Medicare, it can make the difference between going to a nursing home for the rest of their lives, or returning home to an active, productive life.

Nebraska Sen. Ben Nelson understands how burdensome regulations have prevented thousands of people from accessing rehabilitation and regaining their quality of life. We know he does, because he has visited Madonna, seen family members rebuild their lives at Madonna, studied the problems of rehabilitation hospitals and identified the unbearable cost of NOT having rehabilitation. He has spent four years and a lot of political capital preserving rehabilitation for his people in Nebraska and for all the senior citizens in the country. It may not be front page news,

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Guardisman survives roadside bomb (Continued from page 1)

for me,” Jeremy said.

Nearing the end of his program at Madonna, Jeremy’s therapy sessions have been pared down to twice a week. He’s working part-time at his military unit in Lincoln and his children Hope, 11, and Nathaniel, 8, are happy their father is back spending time with them. Jeremy has set up long term goals to finish his bachelor’s degree, possibly teach junior high history one day, and finally, to achieve running

two miles in 15 minutes.

Jeremy frequently shares his positive experience at Madonna with other injured soliders. “At every opportunity, I try to get the word out about the wonderful program here at Madonna,” he said.

Wellness bingo

Play “Get Fit” bingo in January and earn 100 wellness points toward your quarter total! Participants will have the week of Jan. 21-28 to strive for a bingo. Turn in your bingo cards by Jan. 31 and you’ll also be eligible for prize drawings for gift certificates. More bingo activities are planned for the upcoming months. Contact Brittany at ext. 8611 or bcochran@madonna.org to get your bingo scorecard.

Don’t forget to mark your calendar for the FREE chair massages being offered Tuesday, Jan. 15 from 10 a.m.-2 p.m. and 8 p.m.-midnight, and Wednesday, Jan. 16 from 6-10 a.m. and 2-6 p.m.

Harwood shares therapy insights

Madonna Rehabilitation Hospital had the privilege of hosting Kenneth J. Harwood, PT, Ph.D., CIE, vice president of practice and education for the American Physical Therapy Association, for a meeting in December to share information about key initiatives and discuss research projects underway in the Institute for Rehabilitation Science and Engineering. Dr. Harwood met with an interdisciplinary team from Madonna and presented an overview of OPTIMAL (Outpatient Physical Therapy Improvement in Movement Assessment Log), a national system being developed to link clinical evaluation measures and treatment interventions with physical therapy patient outcomes. This system will integrate with a national database to help refine evidence-based physical therapy treatment strategies.

Harwood also presented at the Eastern District’s Nebraska Physical Therapy Association meeting, which was held at Madonna and hosted by co-chairs Sarah Koebernick and Sonya Anderson. The meeting included clinicians from Lincoln, Omaha and the surrounding areas. Clinicians from more remote communities participated through Madonna’s robust telehealth capabilities. Harwood’s presentations were very informative and generated a great deal of discussion and enthusiasm.

Judith M. Burnfield, Ph.D., PT, director of the Institute for Rehabilitation Science and Engineering, met with Harwood to highlight

Nelson (Continued from page 1)

but thousands of people who come through Madonna in the future will be grateful for his efforts.

I am pleased to note that on Saturday, Dec. 29, 2007, President Bush signed the Medicare, Medicaid, and SCHIP Extension Act of 2007 (S. 2499). The act includes provisions of the Tim Johnson Inpatient Rehabilitation Preservation Act — most importantly, improving Medicare beneficiary access by permanent 75% Rule relief. Thank you all very much for your vocal support of access to rehabilitation!

the Institute’s research initiatives to improve the quality of life and independence of people with disabilities, including a review of the ICARE study underway in the Movement Sciences Center of Excellence. This study, which is funded through the National Institute on Disability and Rehabilitation Research, will develop a new treatment tool and intervention for individuals improve their walking ability and health both while at Madonna and after they return home.

Burnfield and Harwood also discussed the “Sit-to-Stand” research project. This work is expanding understanding of how equipment currently being used to assist more physically involved patients to stand can be further refined to improve their benefits and enhance patients’ outcomes. Megan Krause and Michaela McBride (research assistants in the Movement Sciences Center of Excellence and

Biological Systems Engineering students from the University of Nebraska - Lincoln) and their faculty sponsor, Dr. Gregory Bashford, are collaborating with Thad Buster and Burnfield on this study.

“It was great to have Dr. Harwood visit Madonna and the Research Institute,” said Burnfield. “Ken helped plant the seed for this research when he invited me to serve on a national task force last year that focused on techniques for helping more involved patients move safely, while also reducing injuries to the clinical staff. It was a pleasure to be able to share preliminary data associated with this work with him.”



Drs. Judith Burnfield and Kenneth Harwood

Systems merge for workforce needs

What are the key elements that will help Madonna attract and retain a talented, engaged workforce? What resources are needed to develop staff to meet customer needs? As a result of external drivers, as well as internal (Ann Koenig’s upcoming retirement), a workforce team was assembled consisting of Ann Koenig, Paul Dongilli, Lou Ann Manske and Mark Hakel to assess Madonna’s ability to meet these needs.

Currently, the Human Resources system and Education system both perform workforce-related responsibilities. Though the current systems function well, the workforce committee noted that the ability to meet workforce needs is fragmented and the structure is not sufficient to achieve Madonna’s corporate goals and objectives. Therefore, the workforce team has recommended, and the administrative team has approved, the development of a new, combined Workforce Management system, integrating the Human Resources and Education systems.

The vision of the new system is to employ highly engaged individuals who want to make a difference in people’s lives, leading Madonna to world-renowned status for rehabilitation excellence. The Workforce Management system will provide:

- Comprehensive orientation to job duties, expectation and access to materials
- Assistance in integrating employees to culture of collaboration, hospitality, respect, innovation, stewardship and teaching
- Personalized employee experiences focused on skill and talent development through mentoring by supervisors and staff
- An environment that allows individuals to do what they do best every day, and
- A competitive compensation package that attracts and retains employees.

The mission of the Workforce Management system is to provide direction and oversight for superior management of workforce resources (people, finances and environment) by coaching, mentoring and monitoring all aspects of Madonna, including:

- Talent acquisition
- Talent development
- Talent retention

Upon the integration of the two systems, the Workforce Management system leader and Education Department director will be Dr. Mark Hakel. Replacing Ann Koenig, due to her retirement in March 2008, will be Lou Ann Manske as director of human resources. No office relocations or department employee changes are planned. Recruitment has begun to fill the Human Resources manager position. The combined functions will be implemented over the next several months.

The Madonna administrative team is excited about the opportunities for workforce enhancement that will be possible through the synergy of the merged system. The team extends congratulations to Hakel and Manske as they work together in their new leadership roles.

CARF survey in Denmark generates food for thought

by Karen Divito, director of rehabilitation programs

When I received a phone call from the CARF scheduler telling me I was selected to conduct a CARF survey for a rehabilitation hospital in Denmark, I was flattered, thrilled and a little nervous. How would the culture and language differences impact my ability to gather the necessary information and provide useful consultation? As it turned out, I had nothing to worry about and, just as with other surveys I do, was able to bring back some valuable concepts.

The rehabilitation hospital is located in a very old, small community in western Denmark that was established in the 10th century, with narrow cobblestone streets and historic buildings. As we drove into town we were greeted by more than 200 elves climbing down from roofs or out of windows in the business district, as well as many heart-shaped decorations, which is what the Danes traditionally use to help celebrate “God Jul” or “Merry Christmas.”

The organization was a 44-bed, free-standing rehabilitation hospital that draws its patients from a geographic region of an approximately 500,000 people. They had two patient care units of 22 beds each; one unit for patients with orthopedic diagnoses and the other for patients with neurological diagnoses (mostly stroke, higher level brain injury or neurological injuries.) One difference I noticed immediately is that all of the therapy is provided on the unit itself. There was no big gym area, thus, no need for transportation, and not much technology. I felt, in one sense, like I traveled back in time about 25 years. And yet, their outcomes were outstanding, with a discharge to community rate of over 90%. So, of course, I posed the question, “Why?”

It was interesting to me that rehab is rehab, no matter where you are. The same team



The rehabilitation hospital is nestled in an older community in Denmark, complete with narrow cobblestone streets.

members were involved. There were pre-admission assessments, team meetings and family meetings, family training, and the types of clinical documentation were similar. There were a few differences, however, that are noteworthy and may provide us with food for thought regarding why their outcomes are so positive.



Buildings from around the 10th century are common in this Danish community. The hospital draws its patients from a broad geographic region, with a population base of approximately 500,000.

When we first toured the units around 8:30 a.m., each patient was up, dressed and eating their breakfast or involved in therapy. All of the staff members dressed alike (polo shirt and cargo pants), including the physiatrist, so it was impossible to tell between disciplines.

Throughout the survey, it was obvious that all of the staff worked on reinforcing functional tasks throughout the day as part of real life — the patients participated in meals by setting the table or clearing the table and loading the dish washer, walking to the shower room down the hall and working on self-care with a professional (nurse or therapist) helping. This was also reflected in the treatment plan, where they document not only the patient goals and staff responsibilities, but also the patient and/or family responsibilities.

Every patient received a home visit during the first week they were in the rehabilitation hospital. The patient was taken to the home by either the PT or OT to determine accessibility needs, as well as identify barriers and the training needs during the patient’s stay. The expectation that the patient would return home was made early on.

Throughout the next week, the family received training and was expected to take the patient home on the weekend for a pass to practice newly learned skills.

It struck me that this organization was truly good at providing a trans-disciplinary, salient featured approach to rehabilitation care, without the glitz and high technology that we seem to be so focused on. It makes me wonder if, perhaps, there is merit to returning to the basics of rehabilitation. Granted, they also had community supports available that we do not have here (such as government funding for home modifications and home health care), and none of the regular demands from payers. However, they served the same patients with much fewer staff and no therapy on the weekends, and yet had excellent outcomes. The experience certainly gave me a new perspective on rehabilitation.

A Madonna moment

With the scrape of a plow and the overturning of several feet of sod, the new Madonna Home became one step closer to reality. The original groundbreaker of the pioneers, an old-fashioned plow drawn by a team of horses, was used in the afternoon groundbreaking ceremonies, Saturday, June 28, 1969.

Taking a hand at the plow were pioneers of many kinds:

Mother M. Julia Hunhoff, Prioress of Sacred Heart Convent which had owned and operated



Madonna since

1958; Ralph Morris, 97, Madonna’s oldest resident who was raised with such a plow; Sister Phyllis Hunhoff; First District Representative Robert Denny; Lincoln Mayor Sam Schwartzkopf; John Pavich, President of the Madonna Lay Advisory Board and Melvin Ford, employee representative.

Congressman Denney spoke briefly to the group, stating that the groundbreaking ceremonies and the building of the new facilities signal “the coming of the new age of caring for the people of Lincoln and Lancaster County.”

Therapy outing provides venue for fun and learning

Madonna therapists combined fun with therapy during an outing for patients on Dec. 13. Seven patients with spinal cord injuries spent an afternoon playing shuffleboard, pool and socializing at Risky’s, in north Lincoln.

Linda Ohnoutka, Madonna Adaptive Sports and Recreation Program Leader, said they try to plan a different therapy outing every two weeks. “The outings give patients the opportunity to work on car transfers, wheelchair mobility and peer interaction,” she said. Patients learn to use adaptive devices to participate in various activities according to their level of injury. It helps them adjust to their limitations and gives them confidence to participate in their favorite activities. The outings also provide an avenue for patients to integrate into a public social setting. Ohnoutka said the change of environment is highly beneficial for patients and the staff looks forward to planning them as well.



Rick Arb sets up his shuffleball shot assisted by Madonna employees Shannon Eckery, occupational therapist (left) and Janelle Hansen, physical therapist

> CALENDAR

- January 12** **Manual Therapy**
7:30 a.m. - 5 p.m.
Lau
- January 13** **Functional Massage and Soft Tissue Techniques**
8 - 11 a.m.
Sheridans
Register with Education
- January 14** **WHAM, Madonna @ 50**
12:10 or 3:30 p.m.
Sheridans
- January 15** **LifeBalance**
Noon - 1 p.m.
Sheridan A/B
Chair Massages
10 a.m. - 2 p.m.
Sheridan C
8 p.m. - Midnight
York
- January 16** **Chair Massages**
Lancaster
6 - 10 a.m.
Agee
2 - 6 p.m.
Word - Mail Merge
1 - 2 p.m.
Call 6507 to register

- January 17** **Know Your Numbers**
Computer Lab
Noon - 12:30 p.m.
Education Event
Noon - 2 p.m.
Lau
- January 22** **LifeBalance**
Noon - 1 p.m.
Sheridan A/B
Supervisor Ed week 2
4 - 6 p.m.
Flanagan B
- January 23** **Access**
9 - 10 a.m.
Call 6507 to register
- January 24** **Continuity of Care Breakfast**
7:30 a.m.
Sheridans
Call 6550 or 6406 to register
CPR
9:30 a.m.
Call 6406 or 6550 to register
Stress Signals
Noon - 12:30 p.m.
Sheridan A/B
Burn Education Event
4 - 8 p.m.
Sheridans
Register with education form

> WAY TO GOs

This year and especially the last six months, have been extremely busy for Madonna staff members. Our high-patient census, work with government agencies here in Nebraska and Washington, capital campaign calls, and the snow and ice, are just a few things that kept our days full right up until the New Year celebrations. I want to thank employees in all areas for their hard work and dedication. More importantly, I want to thank you for the gifts of hope and encouragement you give to each other as well as our patients and their families. I wish you all a happy and healthy New Year.

Paul Dongilli
Executive Vice President,
Chief Operations Officer

A big thank you from the residents to the Madonna employees for the generous way they brought Christmas cheer to all of us. They truly remembered us with Christian love, by having a party and gifts for each resident.

Helen Zimmerman, Resident
(on behalf of all Madonna residents)

Thank you to all of the Madonna employees and friends who participated in the Holiday Gift Giving Tree, providing a gift for each Madonna resident. Your generosity and thoughtfulness at personalizing each gift is appreciated by the residents.

Thank you also to the Holiday Gift Giving Tree committee: Jodi Blowers, Diana Kluthe, Deb Oates, and Beckie Kimes, for coordinating this activity on all the patient care units.

Doris Lewis
Therapeutic Recreation

Way to go! Madonna has received a check for \$1,000 from the Cornhusker Motor Club Foundation for our special needs car seat program. A huge "Thank You" to Sue Carraher for writing the grant and to Kristin Luethke for finding it in the first place!

Heather Mehlhaff
Madonna TherapyPlus

I would like to thank the Madonna family for all the cards, gifts, get well wishes, and most of all, your prayers. This has meant so much to me and my family; it will continue to help as I work on getting better. I miss you all and hope to be back soon.

Mike Hoffer

Lincoln to host national basketball tournament

Lincoln, Neb. has been chosen as one of the sites for the Division 2 Midwest Regional National Wheelchair Basketball Association (NWBA) tournament. The event will take place March 14-16 at the University of Nebraska-Lincoln Coliseum. Tournament directors are Greg Suing, with the Madonna Magic, and Ian Thompson, with Madonna Rehabilitation Hospital.

The other host cities include San Jose,

Calif., Charlottesville, Va., and Clearwater, Fla. The winners of the four regional tournaments will progress to the Division II National Wheelchair Basketball Tournament in Lexington, Ky., on April 4-5.

Congratulations to Ian and Greg for the winning proposal and reinforcing interest in bringing NWBA tournaments to Lincoln, now and in the future. Go Madonna Magic!

Become a tobacco-free team player

Along with BryanLGH Health System and Saint Elizabeth Regional Medical Center, Madonna Rehabilitation Hospital implemented the tobacco-free campus policy on Jan. 1, 2008. The transition has gone smoothly, but please be supportive of those who are making adjustments to meet the new requirement. Madonna is known for its caring and compassionate culture, which should be extended to all members of staff, patients, visitors and volunteers.

Madonna Fit for Work is offering one-on-one personalized coaching sessions to assist employees who would like to quit tobacco use. Four 30-minute coaching sessions are available at no charge for all Madonna employees.

Please contact Fit for Work Wellness Specialist Karen Rehm at 486-7703 or krehm@madonna.org, if you are interested in learning more about this personalized coaching opportunity.

Discover your best self with meditation class

Would you like to reduce stress and lead a healthier life in mind, body and spirit? ProActive is offering a new meditation and holistic lifestyle course beginning Feb. 7. The ten-week course focused on fundamentals of breathing techniques and meditation. Classes are free for ProActive

members and \$50 for nonmembers. Classes will be held in the ProActive education room from 6-6:50 p.m. on Thursday nights. For more information, contact instructor Paul Nathenson at ext. 6520 or pnathenson@madonna.org.

Tokens of thanks

Has someone gone out of their way to help you? Are you a manager wanting to show your staff a little extra appreciation? Want to surprise a loved one? The Madonna Gift Shop now offers small, premade gifts for under \$1. One example is a roll of Lifesavers with a note attached that states "You are a lifesaver!" Take a few minutes to browse the selection and find the perfect token of thanks.