

the INDEPENDENT

A Newsletter for Madonna Rehabilitation Hospital

www.Madonna.org

February 5, 2010

402.489.7102

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 486-8606.

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, Feb. 12.**

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

Remodeling updates



New "500 calories or less" meals in Commons Café



Positive attitude helps young athlete adjust to life after a paralyzing car accident

Jayden Montz puts a shot up and the basketball swishes, nothing but net. "Yeah!" shouts the 15-year-old as he enthusiastically pumps a fist in the air. Jayden's shot is still accurate — he's just adjusting to a different delivery from his new wheelchair.

Life has changed dramatically for Jayden in the last two months. On Nov. 16, the high school freshman from Lakefield, Minn., was riding home from school with friends when the driver of the pickup lost control on a gravel road. All three teens were ejected from the vehicle and Jayden landed on his back in a ditch. "When I had no feeling in my legs, I knew immediately that my back was broken," recalled Jayden. One of the teens was able to flag down a passerby who called 911.

The county sheriff and local EMT team rushed to the accident scene. Jayden said two personnel from his high school, trained EMTs, were on the response crew. "That's the nice thing about living in a smaller town, people know each other," said Jayden.

He was stabilized at the county hospital and lifeflighted to a trauma hospital in Sioux Falls, S.D. Doctors determined Jayden needed extensive back surgery. Jayden had crushed and shattered part of his spinal column and titanium rods were implanted in the lanky 6-foot-3-inch athlete's back.

Nine days later, Jayden and his family made the decision to admit him to Madonna. Jayden said the fact that Madonna has two care team members, who themselves are in wheelchairs, was a contributing factor in the decision. "This was the selling point for me," said Jayden, realizing the long road of rehabilitation ahead of him.

Jayden was in a brace and flat on his back during his first few days at Madonna. He

fought overpowering nausea which occurred with the slightest movements. It was extremely hard for the independent young man to rely on others for his care. "I was a person who always helped others — been that way since I was young," stated Jayden.

During his second day, Jayden experienced what he refers to as "my breakdown." The teen emotionally fell apart when he realized he'd never walk again. He made a decision right then to focus on the work ahead needed to restore his independence.

Jayden developed a close rapport with his nursing and therapy teams. "You know when you move into a new place and you don't have that sense of what's next?" asked Jayden. "Well, gradually I got that reassurance and sense of familiarity at Madonna," he added.

Jayden said he had an idea of what physical rehabilitation was, but not

occupational therapy. Strengthening his upper body and learning to transfer to and from his wheelchair were big accomplishments for Jayden. Linda Ohnoutka, recreation therapist, realized Jayden's love for basketball and arranged for him to visit Madonna ProActive to shoot hoops with the Madonna Magic wheelchair basketball team. "It was great watching Jayden interact with the team and the players providing encouragement to him," said Linda.

One of the turning points for Jayden was when he could maneuver a wheelchair himself. "I wasn't sure I would ever be this mobile!" said the teen, tipping back in his chair and flipping a wheelie.

On Jan. 8, Jayden was excited to rejoin his family and friends and return to school for second semester classes. And, no doubt, he'll be shooting some hoops at Jackson County Central High School's gym.



Madonna wins prestigious "Salute to Business" award

The four local Rotary clubs and the Lincoln Chamber of Commerce will recognize Madonna Rehabilitation Hospital with a "Salute to Business" honor presented at the annual Chamber/Rotary luncheon on March 30 at The Cornhusker Hotel. Only one local business is recognized each year. "The prestigious award is a testament to the remarkable progress and positive impact Madonna has made on Lincoln and the surrounding communities," said President and CEO Marsha Lommel.

Beardslee participates in national conference

Inpatient Physical Therapist Heidi Beardslee will have her research displayed at the American Physical Therapy Association Combined Sections Meeting Feb. 17-20 in San Diego, Calif. Heidi will share a poster presentation she coauthored entitled,



"Audiovisual Parent Training with Motor Practice May Promote Postural Stability in Healthy Infants: A Pilot Study."

Heidi is a 2008 graduate of Rockhurst University

in Kansas City, Mo. As part of her physical therapy curriculum, Heidi worked with a faculty mentor and two classmates to conduct the research study. The students presented their results in poster format to faculty, staff and fellow classmates as part of their final grade.

Heidi has worked at Madonna for the past two years as a float physical therapist. She provides physical therapy evaluation and treatment for all hospital programs.

Madonna staff earn CRRN certification

Five registered nurses of Madonna recently achieved the Certified Rehabilitation Registered Nurse (CRRN) certification. Newly certified staff include: Charlene Bady, Cody Kohles, Whitney Patterson, Susan Williams and Amanda Wilson.

The CRRN represents a high degree of specialization in the field of rehabilitation nursing. It is designed to enhance the knowledge and skills of health care professionals who assist individuals with disabilities and chronic illness in the restoration, maintenance and promotion of optimal health.

A landmark study has validated the importance of certification in rehabilitation nursing. This study found that as the percentage of registered nurses certified in rehabilitation nursing increased, the length of stay decreased. Specifically, for every six percent increase in CRRNs on the unit, the average length of stay decreased by one day. Madonna currently has 55 CRRNs on staff. *Source: Rehabilitation Nursing, Vol. 32, No. 5, Sept/Oct. 2007*



(L to R) Amanda Wilson, Charlene Bady and Cody Kohles



(L to R) Whitney Patterson and Susan Williams

Mission Slim Possible



One of the Lifestyle Challenge teams has created their own shirts

emblazoned with their catchy name and unique logo. The team, comprised of coworkers Michelle Stoltenberg, Stephanie Plummer, Karen Divito, Dorothy Rivett and Janice Bennetch, had a contest to select a name. Stephanie's entry, "Mission Slim Possible," won out.

Dorothy, who also does commercial embroidery work, offered to produce team polo shirts if someone created the logo. Janice's design, a rocket blasting off with two astronauts — one chubby and one thin, coordinated perfectly with their name.

As the team captain, Michelle motivates her constituents with weekly inspirational emails and cartoons. The team shares tips that have been successful in their weight-loss journeys. "We've cut back our office birthday celebration 'food days' to once per quarter and we are bringing healthier treats," said Janice. "Our mission plan is portion control, reduced sugar, lower fat and increased exercise," she added. Look for an update on the Mission Slim Possible team in a future issue of *The Independent!*



(L to R) Stephanie Plummer, Janice Bennetch, Dorothy Rivett, Karen Divito and Michelle Stoltenberg

February is heart health month

by Monica Vandergriend, RN, MSN

An estimated 80 million American adults (one in three) have one or more types of cardiovascular disease (CVD), according to the American Heart Association. February is heart health month. It's a great time to take a health inventory.

Identify risk factors you can control: high cholesterol, diabetes and high blood pressure. The decisions you make about tobacco use, your weight, nutrition, exercise and managing stress all seriously increase your chances of CVD. Often, working on one risk factor can help control another. For example, exercising more can help you lose weight.

Next, implement heart-healthy lifestyle changes. Maintain a change for three weeks and you're more likely to stick with it in the future. It can be daunting, but in the right environment, you can succeed.

MadonnaProActive has programs and experts focused on helping individuals make healthy changes for life. Programs like MedFit, ProActive Health and LifeBalance for Health are specifically designed support programs for people facing serious health concerns.

MedFit is a 10-week medically supervised class for people with chronic medical conditions. ProActive Health for Men and ProActive Health for Women are small group, eight-week, gender-specific classes that balance nutrition with exercise and support through education.

If you've had a cardiac event, such as a heart attack, coronary stent placement or cardiac surgery, you would benefit from joining ProActive's LifeBalance for Heart program. It's a Medicare-approved cardiac rehabilitation program that is also covered by private insurance. The program is nationally accredited by the American Association of Cardiovascular and Pulmonary Rehabilitation.

Registered dietitian/licensed medical nutrition therapists can offer flavorful ways to modify snacks and meals. A certified wellness coach can work with you to identify a meaningful and realistic plan to achieve your goals. Personal trainers with CVD-specific experience are professionals who create exercise plans to challenge you without putting you in added danger. ProActive's class schedule includes a full-range of options, like stress-relieving yoga and meditation, to easy-on-the-joints aquatic classes, and "leave-you-smiling" dance workouts.

Take the steps to improve and maintain your health because, even if common, there's nothing "routine" about operations related to CVD.

Monica graduated from Bryan Memorial Hospital School of Nursing and earned her bachelor of science in nursing from Nebraska Wesleyan University. She has worked at Madonna ProActive since June 2006 where she continues her focus on cardiac care nursing.

Employee Focus: Fun factoids about Vicki



Vicki Philippi
Education Event Coordinator
MRH Employee for 18 years

- 1 My first job was working in the kitchen of the Eagles Club in Beatrice, Neb.
- 2 I love vacationing any place warm that has a sandy beach and parasailing!
- 3 My favorite hobby is watching football, but I also enjoy gardening, water sports and walking.
- 4 During a storm, I was rescued from a capsized and sinking sailboat off Tangier Island.
- 5 Advice that I live by: "I cannot change the direction of the wind, but I can adjust my sails to always reach my destination."

I coordinate educational programs and related curricula for on-site events. I also develop media for educational presentations on and off-site by Madonna staff.

Change is in the air

a remodeling update of the Lower Level and NEW Transitional Care Program (TCP) areas

As part of Madonna's ongoing remodeling and improvement efforts, crews have been working hard on the Lower Level and giving the new TCP (formerly Subacute) on Extended Care South, a fresh look and layout.

Purchasing



Restrooms on the lower level of St. Joseph's (near Purchasing) have undergone a complete transformation. Purchasing and Linen Services employees agree that the new facilities are a great improvement with the old restrooms.

Check out the beautiful tilework next time you are downstairs.

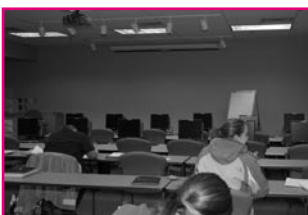
The Purchasing storage room has relocated to a new area north of their office. Peter Smith, materials manager, explained the space is smaller, but the reduction has helped the department be more efficient by downsizing some supplies. "Basically, it's become what I refer to as a 'stockless inventory,'" said Peter. Purchasing is able to fill most orders within two or three days, thereby reducing inventory. Dewey Rupert, buyer, said the supply room is also more user-friendly with its close proximity to the Purchasing office.

Risk Management and Employee Health

"There is no improvement without change." That is the motto of the Madonna Performance Improvement Committee. The Quality and Risk Management employees are currently living those words, according to Davie Shuster-Hill, department director. The Quality and Risk Management team will join together in a unified space. A conference room, Employee Health treatment room and offices for Infection Prevention and the Employee Health manager will be merged with the legal and credentialing offices. An inviting, open reception area will welcome employees, clients and visitors to the area. Terri Melvin, said Patient Accounts staff was very excited that a conference room will be available for meetings with patients and/or their family members in a private area. "This new area will be a great step toward meeting confidentiality requirements, as well as meeting or exceeding patient needs for comfort and privacy," Terri added.

Education

Last week, Education saw the first of many changes as the Computer Lab moved into the Agee conference room. It will serve as a multipurpose room for new employee orientation, computer lab classes and other



training. According to Mark Hakel, director of education and staff development, the changes are a big plus. "It will be beneficial to have all of the Education offices consolidated into one space," said Mark. Cinda Zimmer, nursing education coordinator, agreed. "Education is customer service focused and the remodeling will help us meet the needs of staff more efficiently," Cinda added. Plans are underway to relocate the library from Education to the first floor room that housed the former gift shop. This will become "The Doris Andrews Campbell Resource Center" for staff, patients and visitors. The resource center was created with a generous donation from Doris' sons, Bob, Don and John Campbell.

Employee Lounge

Questions are circulating about the future of the employee lounge. The existing two rooms will be integrated into the pediatric hospital expansion. However, a new and improved employee lounge will be developed in the space currently occupied by Employee Health. The private lactation room for nursing mothers is being upgraded. Sandy Stutzman, employee health manager, commented the enhancements will alleviate scheduling concerns that staff expressed with the former set up. "Madonna wants to be supportive and help employees balance the demands between work and parenthood," added Sandy. More information on features of the new lounge will be shared with staff as plans are finalized.



TCP



Patient rooms on Extended Care South are gradually being updated with new flooring, paint and cabinetry, in preparation for TCP patients. The color scheme is consistent with other updated patient rooms

throughout the hospital. Based on patient needs and input from employees, three additional shower rooms have been added to the unit.

Plans for the TCP gym and therapy treatment space are under development and will be shared with staff in the coming weeks.

Your patience is greatly appreciated during this phase of the remodeling. Change has a tendency to create rumors or misinformation. Please direct any questions to your supervisor to obtain accurate information.

Therapy Support staff to be recognized

The Therapy Support staff will enjoy a complimentary luncheon on Feb. 17 to recognize the unique contributions they bring to Inpatient Therapy. Team members include Dawny Boutin, John Cascagnette, Noelle Crew, Jody Jinright, Angela Leddy, Lesa Lucke, Tammy Mousel, Anne Nelson, Misty Nider, Travis Northrop, Maria Pham, Ceanna Seaman, Huong Tran, Kay Wheeler, Jennifer Williss and Christine Zach.

Jody Jinright, therapy support supervisor, explained the team is often referred to as the "backbone" of the inpatient therapy department. The wide scope of responsibilities for the Therapy Support staff include:

- Scheduling for all of the inpatient therapies.
- Setting up specialty wheelchairs to meet specific patient needs.
- Creating and sewing specialty items for patient use, as directed by the therapist.
- Monitoring the heart rhythms of cardiac patients.
- Assisting patients with exercise programs designed by the therapists.
- Assisting therapists during treatment sessions.
- Assisting therapists with casting and fabricating splints.
- Running the computer for the Lokomat and Body Weight Support Treadmill.
- Gathering and assisting with physical therapy, occupational therapy, speech therapy, and recreational activity groups.
- Setting up and assisting with home visits and community participation activities.
- Assisting with recreation based activities.
- Maintaining equipment and upkeep of all of the therapy areas.
- Assisting with infection control procedures.
- Checking in and out equipment, such as Giv Mohr Slings, cushions, prisms for vision services, and other adaptive devices.
- Ordering and stocking supplies in the gym and offices.
- Assisting with filing and making copies.

"I'd like to thank the Therapy Support staff for their continued dedication and sharing their talents within our department and with others," said Jody. The individual efforts of this group assist in smoother daily operations at Madonna.



Back row: Anne Nelson, John Cascagnette, Misty Nider, Christine Zach, Travis Northrop, Huong Tran. Front row: Lesa Lucke, Dawny Boutin, Angela Leddy, Jody Jinright, Tammy Mousel, Maria Pham. Not Pictured: Kay Wheeler, Noelle Crew, Jennifer Williss and Ceanna Seaman.

> CALENDAR

- Feb 8** UNMC LTC Mental Health Series: Personality Disorder
Sheridans
3-4 p.m.
- Feb 9** Medication Aide Competency
Sheridans
7:30 a.m. or 12:30 p.m.
- Feb 10** StrengthsFinder
Agee
Call 6507, 6406 or 6550 to register
- Feb 11** Oz Principle
Sheridans
9-11 a.m.
- Blood and Medical Assist, Accucheck and Restraints Competency**
Agee
Call 6550, 6476 or 6406 to register for a time
- Feb 16** MES: Sepsis Too
Candice Wilde and Denise Moeschel
Sheridans
5:30-6:30 p.m.
1 CH
- Feb 18** CPR Recertification
Agee
9:30 a.m.-12:30 p.m. or 5-9 p.m.
Call 6550 or 6476 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.

- Feb 7** College View Adventure Club
Feb 14 Sharon Nore

Do you belong to a group or congregation that hasn't performed at Madonna? We welcome new talent. Contact Steve Werner at ext. 6831 or swerner@madonna.org.

500 calories or less



When it comes to diet and nutrition, eating sensibly, combined with appropriate exercise, is the best solution for a balanced lifestyle. Fitness

and nutrition are the cornerstones of living the optimal life.

To help promote a healthier lifestyle, the Health & Wellness Committee has teamed up with the Commons Café to offer a three month series of "500 calories or less" combo meals. To sweeten the deal, they will be priced at \$2.89!

Look for the special "Calorie Counter" icon, with designated meals, beginning Tuesday, Feb. 9, in the Commons Café.

Madonna's health plan is self-funded: what that means to you

If you are insured under Madonna's health plan, you are part of a self-funded health plan. You may be interested to know how this type of health plan works and what it means for the way you receive health care benefits.

What is self-funding?

Madonna has a self-funded group health plan (or a self-insured plan) because we assume the financial risk for providing health care benefits to our employees. Rather than paying fixed premiums to an insurance company, that, in turn, assumes the financial risk, Madonna pays for medical claims out of pocket as they are incurred. Generally, employers who have self-funded plans (Madonna included) will allocate specific funds to pay employee medical claims.

Why do employers choose self-funding?

An employer may choose to offer a self-funded health insurance plan for various reasons, including:

- Instead of trying to purchase a "one size fits all" health plan, self-funded plans can be customized to fit the needs of an employer's workforce.
- Self-funded coverage is not prepaid, as it is when the employer pays premiums to an insurance company. Therefore, companies who self-fund their health plans have improved cash flow.
- Employers can contract with the providers or a particular provider network that will best meet the needs of its employees.

How self-funded benefits work

Imagine you are not feeling well and have made an appointment with your physician. When you arrive at the doctor's office, you will be asked to provide your insurance card. This card explains what type of health plan you have and how it is administered.

After you have seen your doctor, a claim for payment for an office visit will be generated. Someone in your doctors' office will prepare the claim and submit it to the claims administrator (the company that will determine how your claim will be paid, based on your plan provisions) listed on the insurance card you provided. Madonna utilizes Coventry Health Care to administer our employee health care claims.

Coventry then adjudicates your claim. Adjudication is the process of paying health care claims according to Madonna's health plan provisions. Coventry will determine how your benefits work based on these provisions and what payment is required for your doctor. You may have to pay a copay, coinsurance or a deductible before Coventry pays Madonna's portion of your bill.

Once all of the payment issues are determined, Coventry contacts Madonna for approval of your claim's payment. After receiving payment approval from Madonna, Coventry requests payment from Madonna's bank and then sends payment to your physician. Your claim is then paid. This

payment process generally takes anywhere from two to four weeks. If your claim is a large dollar claim or has other special circumstances attached to it, processing may take longer.

Explanation of benefits

After a visit with your physician, you will receive an informational statement from your health plan administrator. This is the explanation of benefits, or EOB. An EOB summarizes your claim, the payments you must make, the payments Madonna must make and any other payment information regarding your claim. This statement is not a bill or request for payment, it is simply informational.

Your rights under a self-funded plan

Self-funded health plans, such as Madonna's, are regulated by applicable federal laws including the Health Insurance Portability and Accountability Act (HIPAA), Americans with Disabilities Act (ADA), Pregnancy Discrimination Act, Age Discrimination Employment Act and the Civil Rights Act.

Do your part

Because Madonna assumes the financial risk of providing you with health care benefits, it will either save or lose money depending on the level of claims incurred by its employees. Madonna wants to be able to provide you with high quality health benefits. As the cost of providing health care rises, you must also do your part to keep benefits high and costs low. Some ways that you can help save money for yourself and the health plan include:

- Eliminating unnecessary doctor visits.
- Discussing healthy living and preventive care with your doctor.
- Following prescription drug directions, precisely taking all of your medication, even if you feel better;
- Use in-network preferred providers, if at all possible.

To help keep your health care costs down, do your best to be a wise health care consumer. If you have health plan questions, please contact Wendy Charlton at ext. 6484 or wcharlton@madonna.org.

Source: SilverStone Group

GoodSearch makes good cents

The Madonna Foundation has registered with GoodSearch.com, the search engine with a unique social mission. It's powered by Yahoo!, so you get great search results, and each time you search, GoodSearch makes a one-cent donation to the Madonna Foundation. When you download the free GoodSearch toolbar, designate "Madonna Foundation" as your charity choice. **This is for home use only, please!**