

inside



EMPLOYEE NEWSLETTER

75th Fort HealthCare
FOR HEALTH

November 2017

Feeling Thankful

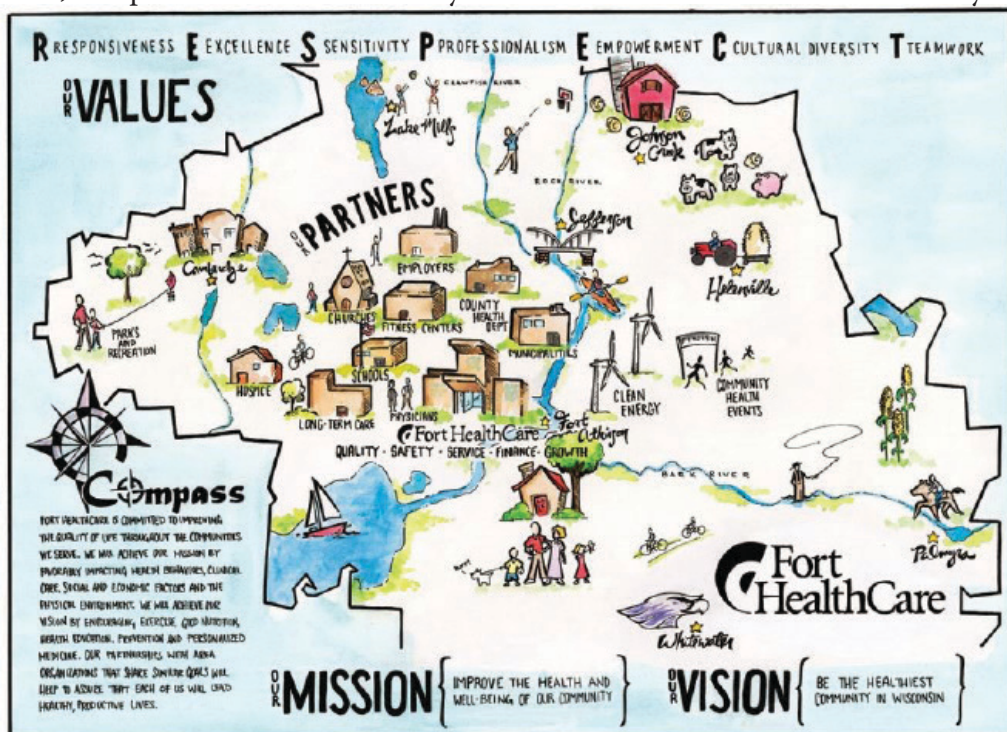
Editorial; Submitted by Stacy Sherman, Marketing Specialist

It's almost Thanksgiving. So it only seemed fitting that we take some time to reflect upon all of the wonderful things that make Fort HealthCare a great place to work. We hope you'll find something in this piece that resonates with you.

I am of the opinion that we should feel very proud of this organization we are all a part of. Despite the days that may be filled with challenges and unexpected twists and turns, there is an equal – if not more heavily weighted – side that is filled with the reward and fulfillment that comes with a job well done; of serving others; of thank-yous, smiles, expressions of gratitude, encouragement, support, and comradery. A side filled with knowing that the work you do is part of a much grander goal to help other people; to make someone's day better; to truly have a lasting impact on making where we live a really great place to live. Whether you've been a part of Fort HealthCare's Mission and Vision for only a few days, or for several years – or even decades, it is important to reflect once in a while on the promises of our Mission and what it means, and to reflect upon how far we've come.

In reviewing historical documents related to our origin story in honor of our 75th Anniversary this year, I can tell you that there was much excitement, commitment, and passion in the community members that - in essence - worked very hard to secure our future. I would like to think that where we are today was absolutely in their minds as a possibility for greatness as a long standing service to the community. Our business, our services, and our brand continue to remain strong, for 75 years and counting. That alone is something to be extremely proud of. But that's not all.

When the Mission Map was commissioned to be created, one of the reasons why was to find a visual way to represent our connectedness; our commitment; our footprint, and also to show many of the ways we are able to achieve our Mission where we all live. If you look closely at the map, you should see more than just our RESPECT values and community



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Schools, churches, employers, fitness centers, municipalities, physicians, long term care facilities and hospice, and the County Health Department are just some of the areas where we promise to have a lasting connectedness, and we have been succeeding with our promises.

There is also a brand statement on the map: “Fort HealthCare is committed to improving the quality of life throughout the communities we serve. We will achieve our Mission by favorably impacting health behaviors, clinical care, social and economic factors and the physical environment. We will achieve our Vision by encouraging exercise, good nutrition, health education, prevention, and personalized medicine. Our partnerships with area organizations that share similar goals will help to assure that each of us will lead healthy, productive lives.”

These ties to our community partners have grown stronger over the years in many ways. One way we’re increasing the presence of positive influence we have within area schools is through our 20-year-plus-strong School Nurse Program, which has grown to serve over 12,000 children in nine school districts today. And recently, with the support of the Fort Memorial Hospital Foundation and others, an additional commitment has been made with implementing a new School Based Mental Health counseling service in Whitewater, Fort Atkinson and Jefferson schools.

Our public intervention has also expanded to include participation in initiatives to reduce the underage alcohol use among our area’s youth, and ways to address the heroine overuse and opioid epidemic. We are working to fulfill our role in those big initiatives through changes in our daily operations and policies, and in activating change with our community partners. We are also very active in promoting Honoring Choices, which is an aspect of Advance Care Planning.

The areas of our Mission we strive to influence related to clinical care and preventive health and wellness are being accomplished through developing ways to improve our County Health Rankings, making progress with the HealtheRegistries, encouragement of preventive health screenings for patients in primary care settings, and advancing ideas and programs with our seven Healthy Community Coalitions. We also have had great participation from our providers at each monthly Walk With a Doc community walking event. As a result of our concerted efforts and successful partnerships, we have improved our County Health Ranking to currently sit as the 9th healthiest county in Wisconsin out of 72. (Infographic as seen at the Jefferson County Fair, July 2017)



We continue to support the employers of our communities through Worksite Wellness programs, Wellness Challenges, Business Health services, and sponsorship support. Helping our local employers have healthy employees helps them be productive and successful, which positively impacts our community and its economic standing. It is often said that positive work atmospheres tend to be reflected in the quality of the work that’s done. For us, that is seen through our patient satisfaction scores, which are closely monitored.

Our own business operations and work toward efficiency and growth should also be applauded. We have experienced two successive years of reduced health premiums for our employees, and we have maintained very low Workers Comp injury rates. We continue to invest in ourselves, which is an investment in our ability to deliver high quality care to our friends and neighbors.

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New technology is always on our radar, and we have proven this in many ways. Most recently through:

- The installment of our new MRI Suite and its advanced imaging capabilities
- Transitioning from fluorescent to more efficient LED lighting facility-wide
- Advancements in the MyCompass patient portal product and its capabilities, as well as the HealtheLife mobile app and Cerner Health employee wellness portal
- Our continued partnership with Cerner and receiving our fourth consecutive Most Wired™ award
- Maintaining state-of-the-art operating rooms, as well as comprehensive joint replacement and birthing center suites
- On-site Cardiac and Pulmonary Rehabilitation facility with new Audio/Visual and exercise equipment, which employees and community members can also use for their own wellness during non-patient appointment hours
- Running one of the area's only comprehensive wound care center, including Hyperbaric Oxygen Therapy

Our Leadership Team disseminates the organization's overall Strategic Plan (which can be found on our public website, by the way, under the "About" menu), propelling us forward and encouraging us all to grow. The benefits for furthering one's education and training, or achieving Clinical Pathways goals, and the THOUSANDS of dollars in scholarships that the Foundation and the Partners organization have awarded to employees and community members over the years is not something that every company or organization can offer. When you list those benefits alongside the inherent benefits that come with our on-site Learning Center, Simulation Lab, Pharmacy Residency Program, and informational resource libraries (as well as the Intranet Resource Library), the promise of encouraging employee and student education and growth is ever-present.

It may seem to be a special privilege to be the department that reviews every RESPECT Award nomination and collection of winning Top Workplace Quotes selected by the Human Resources department. I can confirm that there are also resounding themes in both of those avenues for celebrating our workforce that depict the ways in which we support each other and very clearly uphold our RESPECT values – appreciating teamwork, gratitude, and kindness. Those are three virtues that may not always show themselves as readily in other places, but based purely upon the number of nominations and kudos that are passed from one employee to another over the course of a year, we can tell they exist here, and it is heartwarming.

This summary can't possibly highlight every single contribution that's been made by our teams and staff over the years, but everyone working here should feel that they are valued by their leaders and colleagues. Supporting one another and investing our time, talents and resources into the right programs is how we can all win in the end and contribute to a healthy, sustainable future for ourselves, for our friends, and for our families.

With the continued efforts of our employees making improvements, driving initiatives, serving on internal/external committees, participating in community events, marching in parades, volunteering their time, and serving in various community groups and on Boards, being kind to each other, and just being passionate about their craft in general, we are making possibilities into realities. That seems like the essence of a Top Workplace to me.





festival[®]

foods



Turkey BURN!

Come shake your feathers at the 4th Annual Turkey Burn!

This year Fort HealthCare and Festival Foods are partnering up to bring you the 4th Annual Turkey Burn. There will be 3 instructors present to get you moving, dancing and shimmying for 90 minutes. We will have a few small breaks, and encourage you to take longer ones if necessary, but plan for sweating and smiling!

The event takes place at Fort Atkinson High School (925 Lexington Blvd) on Thursday, November 23rd from 8:30am – 10am. We will be located in the main gym, which is directly to the left of the main entrance, through the glass doors (the front of the school). There is plenty of parking, and it is very easy to find.

Don't worry if you are a few minutes late, or have to leave early—we want everyone to have fun and feel comfortable. This event is very laid back, and for all ages and fitness levels. For clothing, we recommend material that is breathable, and easy to do activity. I would also highly suggest a small towel for sweat and a water bottle to stay hydrated.

Last but not least, we are asking for food pantry donations in lieu of a fee for the class. I will have baskets and bins for drop off as you walk in, but know that this is optional.

We Look forward to seeing you on the 23rd!



Love Lights 2017 Cookie Sale



Tuesday, November 14th
Starts at 9:00 a.m.
Java Junction

Customers who make a donation (Min. \$2) will get a free chocolate chip cookie)

Cookie Flavors Include:

Chocolate Chip

Caramel Apple Oatmeal

White Chocolate Macadamia Nut

Salted Caramel Chunk Chocolate





Free Prostate Screenings

In recognition of prostate cancer awareness month, Fort HealthCare is offering a free, baseline prostate screening for men on Saturday, November 11th from 8-11:00 a.m. at Fort HealthCare Urology Associates, located at 520 Handeyside Lane in Fort Atkinson. Men between the ages of 55-69 who have not been diagnosed with prostate cancer are encouraged to make an appointment for a FREE prostate screening exam. The exam includes a digital rectal exam and a prostate-specific antigen (PSA) blood test.

Prostate cancer is the second most common cancer in men after skin cancer. It's also the second most deadly after lung cancer. The good news is that prostate cancer can be detected earlier than ever, when treatment is

most likely to be effective. Unfortunately, prostate cancer does not offer many signs or symptoms until the latter stages of the disease.

Other than quitting smoking, exercising regularly, and eating a healthy diet, a man's next best defense is to begin screening for prostate cancer at age 50. Men with a relative who has had prostate cancer may need to start screening at age 40. Once prostate cancer has been diagnosed, treatment depends on a number of factors—not only whether the cancer has spread, but also the man's age, health, expected life span and level of concern about possible side effects.

“Most prostate cancers develop and grow slowly over many years,” said

Fort HealthCare urologist Craig Kozler, M.D. “Symptoms are not often evident in the early stages of the disease. As with most forms of cancer, early detection may be the key to successful treatment and survival.”

Schedule your FREE exam at FortHealthCare.com/PSA or call (920) 568-5244.

Offered by Fort HealthCare's Urology Associates and funded by Tomorrow's Hope.



Fort HealthCare Website Homepage Wins Platinum Award at National Healthcare Internet Conference in October



Our website health library content partner, Staywell Communications, nominated our FortHealthCare.com Internet home page into the Healthcare Internet Conference's (HCIC) annual communications award program. Out of 930 national entries across 15 different award categories, we were honored with the highest achievement in the Best Internet Home Page category for an organization our size. HCIC eHealthcare Leadership Awards are granted to healthcare organizations that demonstrate leadership and initiative in the healthcare industry, recognizing the very best websites and digital communications of healthcare organizations and agencies of all sizes. A listing of 2017 winners will also be published in the December print edition of eHealthcare Strategy & Trends.



Fort HealthCare **RESPECT** NOMINATIONS

Thank you!

Julie Asmus of the Pharmacy department would like to nominate **Denise Nabor** of the EVS department for her responsiveness, professionalism, sensitivity and teamwork. "It was inventory day in the pharmacy. We were very far behind in making IV's then got additional IV orders. Denise had to come back 3 times before she was able to clean the IV room. I know she was busy with other departments, but came back each time with a smile on her face and was very understanding." Awesome work, Denise!

Brenda Hecht of the Lake Mills department would like to nominate the entire **Fort Atkinson Emergency Room Physicians Assistants** for their excellence, professionalism and responsiveness. "The physicians assistants who work in the ER are very dedicated and hard working. They should receive recognition for their dedication to the patients and to the Emergency room as a whole."

Paul Hable of the Safety department would like to nominate **Teegan Robers** of the Emergency department for her empowerment and responsiveness. "Teegan heard an audio announcement over our WISCOM emergency response radio in the ED and took the initiative to respond to the test request, and further made a point to notify me that the communication had failed, as she thought I should be made aware of and address that system failure. She had no specific instructions to do so, and certainly could have overlooked the event as "not my job," but very responsibly got involved!" Thanks Teegan!

Cecillia Smoniewski of the Transitional Care, QIC team would like to nominate **Natalie Windham** of the MSP department for her professionalism, sensitivity and teamwork. "Natalie is truly a patient advocate. She recognizes her patients needs both during the admission as well as being sensitive to potential needs beyond their hospital stay. She has made several referrals to the Transitional Care Nurses that were spot on, and alerted us to issues that would not become evident until discharge, such as medication compliance and home safety. Natalie's insight, understanding and willingness to share this is appreciated." Outstanding, Natalie!

Bonnie Wiegel of the Radiology department would like to nominate **Sharon Miller**, also of the Radiology department for her excellence and teamwork. "I'd like to give a big "shout out" to Sharon Miller for her excellent team work and great attitude. She is always willing to go the extra mile for the techs and that's complimented with a pleasant smile. Sharon has been a wonderful addition to our front desk staff in Radiology." Nice work, Sharon!

Wendy Cartwright of the Center for Women's Health department would like to nominate Stacy Kutz of the Information Systems department for her excellence, professionalism, responsiveness, sensitivity and teamwork. "I want to take a moment to give a shout out to Stacy Kutz (From myself, Jeff, Allie and Miss). The 4 of us were asked to attend CHC17 (Cerner Health Conference 2017). Stacy was so great at helping all of us individually and preparing us for this conference. We all went so well prepared and able to represent Fort HealthCare, thanks to all the hard work she put in for us. She never hesitated to make sure all our questions were answered and that we all felt comfortable with what we had planned for the week. She in my eyes went above and beyond for all of us and we all thank her for making CHC17 better all around." Great work, Stacy!





Fort HealthCare Department *Spotlight* Quality and Integrated Care

This month's Department Spotlight is on... Quality and Integrated Care!

In healthcare, Quality and Integrated Care is essential to the many functions of a hospital. From discharge planning/social services and integrated care to quality management and infection control, QIC plays an integral part in the day-to-day operations of any hospital.

Fort HealthCare's QIC Department is made up of many different workers including: Registered Nurses, Medical Social Workers, Translators, Transition Nurses, Department Coordinators, Patient Care Coordinators and Quality Analysts.

Some of the essential functions this team provides on a continual basis include:

- Provide resources and assistance for organizational performance measurement, assessment and improvement.
- Coordinate and maintain the public reporting initiatives that are required throughout the organization.
- Provide case management for patients with emergency, inpatient, observation, ambulatory surgery and post-discharge status.
- Perform utilization management/medical necessity.
- Provide discharge planning/social service assistance to patients and their families based on the appreciation of each person's right to self-determination.
- Provide outpatient or community social services to members of the Fort HealthCare service area.
- Patient satisfaction survey coordination
- Infection control services to include, but not limited to surveillance, public reporting, education, prevention and control of infection for patients and personnel of all departments and offices.
- Patient oriented services are provided for all age groups.

There are also volunteers that come to the area and assist with assembling folders for a variety of departments as well as the patient experience survey process. QIC is very involved with the Wisconsin Hospital Association regarding maintaining our competence and edge in staying on top of the many projects that allow us to be a top 100 hospital and engaged in all that is quality improvement for patients. Collaboration, Cooperation and Communication are all key elements that make the QIC department successful.





Join Us!

Second Saturday of
each month @ 9:00 a.m.

Walk and talk with a local healthcare
provider. All ages are welcome!

The two-mile walking route begins at:

Fort HealthCare Surgical Associates
212 Milwaukee Avenue West
Fort Atkinson (near Bicentennial Park)

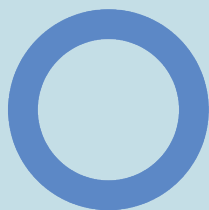
FortHealthCare.com/WalkWithADoc



November 11th



On November 11th, 2017, come walk with Dr. Nottestad and talk about health, life, and anything you may have questions about. All ages are welcome and the event begins at 9am. Special to this month, there will be a 2nd Walk With A Doc at the Frosty Rock Event with Bridget Monahan starting at 9:10 a.m. We hope to see you there!



world diabetes day

14 November



On November 14th, There will be an information table set up in the Armenia Street Lobby from 10am - 1pm with informational handouts. There will also be a Certified Diabetes Educator on site to answer any questions you may have about diabetes.

This year's theme is Women and Diabetes. The World Diabetes campaign will promote the importance of affordable and equitable access for all women at risk for or living with diabetes to the essential diabetes medicines and technologies, self-management education and information they require to achieve optimal diabetes outcomes and strengthen their capacity to prevent type 2 diabetes.

There are currently over 199 million women living with diabetes and this total is projected to increase to 313 million by 2040. Diabetes is the ninth leading cause of death in women globally, causing 2.1 million deaths each year. Two out of every five women with diabetes are of reproductive age, accounting for over 60 million women worldwide. Women with diabetes have more difficulty conceiving and may have poor pregnancy outcomes.



FOUNDATION NEWS

Area Foundations Help Students with Behavioral Health Needs

When the Whitewater, Jefferson and Fort Atkinson school districts, along with Jefferson County Human Services and Fort HealthCare created a collaboration to address the behavioral health needs of students, one of the obvious questions was how to fund the program.

The first part of the solution is that the schools agreed to be responsible for the cost of counseling in their districts. In addition, the Fort Memorial Hospital Foundation agreed to lead a fundraising process. We are pleased to announce commitments that are leading the way to fund this important program.

It all began with Women Who CARE's commitment to fund a two-year pilot in Whitewater. United Way of Jefferson and Northern Walworth Counties approved a \$5,000 Pillar Grant this summer. The Greater Watertown Community Health Foundation joined in as a partner with the Jefferson Schools. Whitewater Bancorp also joined in with a grant for the Whitewater schools. In October, the Fort Atkinson Community Foundation approved an \$18,000 challenge grant that resulted in another \$5,000 grant from the Ward Knox Family Fund of that foundation.

The leadership of these generous contributors is deeply appreciated by everyone involved in the collaboration. We are in the process of raising funds for this program. If you know of any businesses, foundations or individuals who would be interested in supporting this project, contact Dwight Heaney, Foundation Executive Director, at 568-5404 or Dwight.heaney@forthc.com. Your leads will be treated confidentially. This is a wonderful opportunity to engage new contributors who are interested in helping students who struggle with their emotions and resulting behaviors.





Jeans Day!
November 10th
Sign up in HR
Payroll Deduction Available

Proceeds Go To:



HR Corner

Top Workplace Quote of the Month

Fort HealthCare is the Top Workplace because:
“the ‘whole team’ really works hard together to ensure a healthier positive community. I am fairly new and very impressed with Fort HealthCare. I am looking forward to a long career here.”
- Dawn Johnson, Emergency Services



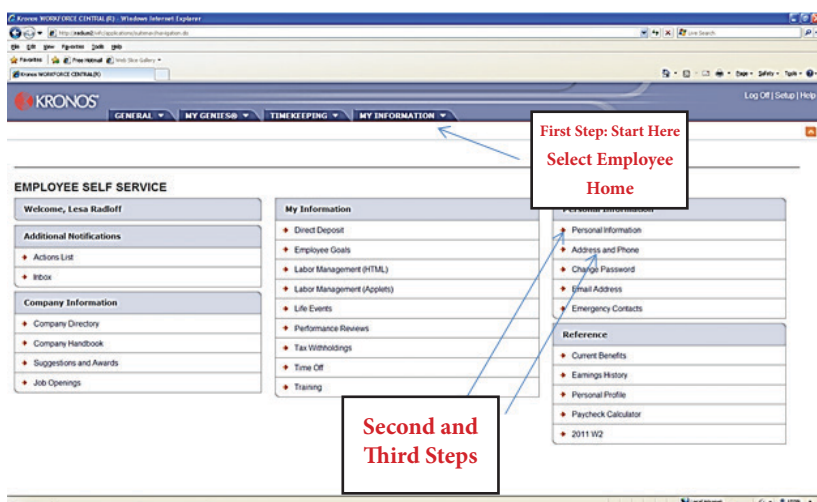
MILWAUKEE • WISCONSIN
JOURNAL SENTINEL
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Validate Profile in Kronos

As yearend approaches, we are asking all employees to validate their personal information in the Kronos system by December 20, 2017. Please review your name, social security number and home address to ensure accurate personal info is included in your W-2 form.

To verify this information, please log into Kronos and click on the “My Information” tab. Select “Employee Home Page” and go to the “Personal Information”. Your social security number, name and address can be reviewed under the first two subcategories. Please also confirm your tax withholdings under the “Tax Withholding” subcategory.

If name, address, or SS# changes are needed, please print out, complete, and return to HR an Employee Name and/or Address Change Form found on the Resource Library. For W-4 changes, please stop by Human Resources to fill out new forms. All other inquiries, please contact Human Resources at extension 5163 or 5144.





NEW This Year – Improvements to Love Lights Online Ordering Process

If you've gone to donate/purchase Love Lights online in the past, you were greeted with a subtle note about a \$5.00 minimum donation, and that garnered you one honoree. Similarly, you could only enter one transaction per honoree at the time. In an effort to encourage more online donations and improve the donation experience online, some modifications have been made for this year and going forward:

- Now a \$5.00 minimum donation will get you two Love Lights and two honorees to assign (assigning honorees is optional).
- For each incremental donation, the number of Love Lights and honorees you're assigning will equal \$2.00 per light (i.e. \$6.00 is three lights, \$8.00 is four, etc.).
- For each honoree you enter, a pdf certificate will be automatically generated that you can download and print out, or email to the recipient or their loved ones if you so choose. A link to the pdf certificate will also be emailed to you.
- As with traditional Love Lights sales, your honoree(s) will be listed in the annual publication printed in the Daily Union in December.
- You will also be given a social media sharing opportunity after you've donated (optional) to help encourage others to participate

For 32 years, the response from individuals, organizations, clubs and businesses has made the Fort HealthCare Partners Love Light Tree project a successful annual event, exemplifying the spirit of giving. Each year, the Fort HealthCare Partners select a project at Fort Memorial Hospital to support through the sale of Love Lights, and celebrate with a special tree lighting event, complete with the opportunity to visit with Santa Claus and enjoy complimentary cookies and hot chocolate. This year's Love Lights event will take place on December 7th at 6:30 p.m. Also this year, employees are encouraged to check out the Cookie Sale on November 14th located at the Java Junction. The sale will begin at 9:00 a.m. and customers that make a donation (\$2 min) will get a free chocolate chip cookie. There will also be a Jean's Day on December 1st. Employees can sign up in HR and payroll deduction will be available. So get into the holiday spirit and join us this year for the cookie sale, jean's day and Love Lights event!

For more information, please visit: www.FortHealthCare.com/LoveLights

