

OCTOBER 2020

# BILLBOARD



A MONTHLY NEWSLETTER FOR EMPLOYEES AND FRIENDS OF BOTHWELL REGIONAL HEALTH CENTER



## UNDERSTANDING OUR PAST HELPS US BUILD OUR FUTURE

### A Letter from Lori

Yesterday, Oct. 29, was Bothwell's 90th anniversary, and while we didn't celebrate as we hoped we would, we can still recognize the values of courage, commitment and teamwork that got us here.

John Homer Bothwell brought his personal **courage** to Sedalia, which allowed him to put down roots in a new community and make positive change. He made financial **commitments** to his community by pledging funds to build a school, a modern hospital and a hotel where relatives and friends of patients could stay. Bothwell was emphatic that he alone could not make these initiatives happen. He knew it would take **teamwork** and he challenged community members to support him, and they did.

Now more than ever, these three characteristics that drove John Homer Bothwell sustain each of us every day and encourage us to continue providing extraordinary patient care. Today, in the midst of a pandemic, there's another word that comes to mind and that's **perseverance**.

Throughout our 90-year history, we have faced many challenges—the great depression, wars, economic downturns, epidemics such as TB and polio, natural disasters such as tornadoes, and now COVID. Through all of it, our team and our community have persevered. Bothwell has remained steadfast in its purpose to care for the people it serves in spite of difficulties or obstacles, and for that, I am so proud to be a part of this wonderful organization.

[READ MORE ON NEXT PAGE ►](#)



**A NEW WAY TO HELP**  
**Donate Unused PTO**

**BOTHWELL BENEFIT**  
**Virtual Event on Nov. 7**



**GET WELL. STAY WELL. BOTHWELL.**

## UNDERSTANDING OUR PAST HELPS US BUILD OUR FUTURE

### A Letter from Lori

**Thank you to Bothwell employees and board members,** past and present, for being the living example of the values that have been part of our organization since it began. We are all ambassadors of John Homer Bothwell's legacy, and it's our responsibility to keep the legacy alive for generations to come. The most effective way to tell the Bothwell story is not by what we say, but by what we do: by the way we care for patients, how we are visible in the community, and by the active part we play in improving the health of the communities we serve.

**Thank you to our community** for supporting us since 1930. I have been impressed with the level of commitment and advocacy that exists here. The many volunteers and contributions made to the foundation are examples. Caring for our friends, family and neighbors is our most important work.

We hope you can celebrate with us by enjoying and sharing our [90th anniversary video](#). We look forward to the next chapter in our history!

#### ADVOCACY IN ACTION

At the October board meeting, I invited state Sen. Sandy Crawford, state Rep. Brad Pollitt, House of Representatives candidates Kurtis Gregory and Bill Wayne, as well as Missouri Hospital Association Vice President of Legislative Affairs Rob Monsees, to join Bothwell trustees and administration. The purpose was to continue a dialogue that I started last year between the board, state elected officials and hospital advocates to discuss what each hopes to accomplish in the next legislative session and what they think could get in the way of those goals.

**Sen. Sandy Crawford** — Crawford represents District 28 in the Missouri Senate, which comprises Benton, Cedar, Dallas, Hickory, Laclede, Pettis, Polk, and St. Clair counties. She said that she hopes to work on bills that didn't get passed due to the COVID-related shortened legislative session. Generally, the senate will be working on the next budget and factoring in the recently-passed Medicaid expansion and a potential online sales tax. She sees potential challenges in the results of two very tight Senate races that will be decided in the Nov. 3 election.

**Rep. Brad Pollitt** — Pollitt represents District 52 of the Missouri House of Representatives, which includes parts of Johnson and Pettis counties. He hopes to work on two education reform bills; one modifies provisions governing workforce development in elementary and secondary education and the other allows parents to petition to allow their children to attend school in other districts. Other legislation he hopes to see pass are related to biodiesel, eminent domain and COVID-limited liability that would protect businesses from frivolous lawsuits. Pollitt said the biggest challenge will be the 2021 state budget and has "zero doubt that funds to pay for Medicaid expansion will come from K-12 education."

**Candidate Kurtis Gregory (R)** — Gregory is a candidate to represent District 51 of the Missouri House of Representatives, which includes parts of Pettis, Johnson and Saline counties. He said, if elected, his goals would be to "watch, learn and listen, and be a cheerleader for people like Brad." He wants to learn legislative processes and would be supportive of legislation regarding biodiesel and agriculture. Gregory believes a major challenge for the state will continue to be the pandemic.

**Rob Monsees** — Monsees serves as the Vice President of Legislative Affairs for the Missouri Hospital Association (MHA). Through advocacy, MHA represents the interests of its members in the legislative and executive branches of federal and state governments. Monsees said his main goal will be "successfully navigating the implementation of Medicaid expansion through the state budget process." He estimated first-year costs at \$50 to \$70 million dollars and in the context of the pandemic said that those are "real, yet big numbers." He will also be working to identify the right assumptions for how many people will be added and how much their care will cost. He added that an estimated \$2 billion in additional Medicaid reimbursement will come to the state.

**Bill Wayne** — Bill Wayne is a candidate to represent District 51 of the Missouri House of Representatives on the Libertarian ticket. Due to a prior commitment, he was unable to attend the meeting.

## DR. PHILIP FRACICA PUBLISHED

### Fracica and Daughter Author Chapter in ACMQ Textbook

Dr. Philip Fracica, Bothwell chief medical officer, and his daughter, Dr. Elizabeth Fracica, a first-year resident physician at Johns Hopkins Hospital in Baltimore, Maryland, recently authored a chapter in the American College of Medical Quality (ACMQ) Medical Quality Management textbook.

ACMQ is the organization for health care professionals who are responsible for providing leadership in quality and safety outcomes and improving the quality and safety of patient care.

The textbook, Medical Quality Management: Theory and Practice, Third Edition is a summary of the latest information on health care quality. It provides knowledge about the theory and practical applications for each of the core areas that comprise the field of medical quality management as well as insight and essential briefings on the impact of new health care technologies and innovations on medical quality and improvement.

Fracica and his daughter, Elizabeth, authored Chapter 4: Patient Safety, which covers several standard strategies that consistently improve the safety and

reliability of processes including reduced reliance on memory with automation, algorithms and easily-accessible references; simplification through reduction of unnecessary process steps and hand-offs; and standardization to reduce variation.

“This text is an important guide for all health care executives and medical directors, physicians and clinical professionals, as well as students,” Fracica said. “I was honored to be asked to be a contributing author. The fact that I was able to work with my daughter was really special, and we enjoyed collaborating on a professional level about a topic that we both care about. Patient safety is a crucial focus of the health care industry.”

Lori Wightman, Bothwell CEO, said the hospital is fortunate to have access to Fracica’s level of expertise.

“Dr. Fracica has a wealth of patient care and physician leadership information,” she said. “He does a wonderful job serving as the leader of our medical providers and communicating the latest medical and quality management initiatives to the Bothwell team. We are proud of him for being part of this publication.”

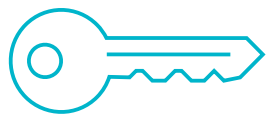
## PERSONNEL ANNOUNCEMENT

### Laas Now Director of Clinic Nursing

Michele Laas, RN, BSN, CFRN, is now the Director of Clinic Nursing for Bothwell Physicians Group. Her former position was Director of the Critical Care and Progressive Care units.

In her new role, Laas will oversee on-boarding new nursing staff, competencies, quality measures, process improvements, and many other activities that will benefit nursing in the clinical setting. Her office is on the first floor of the Healing Arts Center.

**Congratulations, Michele!**



# KEY AWARDS

**Due to the transition in the oversight of Key Awards (and COVID-19), publication of the March and June names was inadvertently missed. Congratulations to all awardees!**

## March

Grace Sims  
Christy Harms  
Kayla Butler  
Jamie Barklage  
Sarah Cordes  
Megan Rosales  
Dustin Bell  
Jamie Barklage  
Christina Oelrichs  
Judy Davis  
Amanda Sportsman  
Jessica Hinkle  
Sarah Plante  
Regan Hargrave  
Lucy Hughes  
David White  
Leonard Butler  
Dustin Bell  
Tia Ashley  
Kirstin Stone

## June

Kim Huddleston  
Cecile Bricher  
Tammy Johnson  
Kaytee Winsor  
Denise Hoffman  
Lilya Plotnic  
Haley Henderson  
Melanie Davis  
Pam Evans  
Erick DeGuzman  
Myra Hathcock  
Tina Propheter  
Jennifer Stagner  
Dylan Young  
Sonjia Sapp  
Gia Kuhns  
Saudi Robbins  
Susan Roe  
Kellie Iiams  
Kelly Crosswhite

## June (continued)

Tia Demand  
Leslie Harris  
Heather Avey  
Stephanie Louiselle  
Linda Long  
Angie DeWitt  
CJ Palmer  
Dover Biery  
Jennifer Hofstetter  
Susan Lamb  
Tanner Fuemmel  
Jason Pals  
Taylor Wiseman  
Lisa Wells  
Debbie Hagle  
Helen Fisher  
Olga Kharaborah  
Ruth Ann Cramer

## September

Susan Roe  
Kellie Iiams  
Kelly Crosswhite  
Tia Demand  
Leslie Harris  
Heather Avey  
Stephanie Louiselle  
Linda Long  
Angie DeWitt  
CJ Palmer  
Dover Biery  
Jennifer Hofstetter  
Susan Lamb  
Tanner Fuemmel  
Jason Pals  
Taylor Wiseman  
Lisa Wells  
Debbie Hagle  
Helen Fisher  
Olga Kharaborah  
Ruth Ann Cramer



## CONGRATULATIONS DR. BELTZ

### Long-time Cole Camp Clinic Physician Retires

We recognize Dr. T. Jack Beltz for his outstanding career with Bothwell Cole Camp Clinic and celebrate his retirement Oct. 28 after 20 years at Bothwell.

A dedicated provider, Dr. Beltz grew his passion for caring for patients by attending the University of Health Sciences, College of Osteopathic Medicine in Kansas City, Missouri, where he also completed his residency in Family Practice.

As a member of the Bothwell team, Dr. Beltz has specialized in family medicine, caring for patients of all ages. No matter the condition, Dr. Beltz has provided the best care possible for his friends and neighbors, each and every day. Patients and colleagues alike appreciate his dedication to his profession and his calm and nurturing nature.

Now that his service in the medical field has come to an end, Dr. Beltz plans to enjoy retirement with his wife, Peggy, and their children and grandchildren. The couple has three sons, Ted, Tim and A.J.; two daughters, Jacque and Jenni; and two granddaughters. There will be no challenge for Dr. Beltz to stay busy as their children are spread across the country and continue to transition to new stages in life. Dr. Beltz will also have time to enjoy his hobbies of woodworking and gardening.

Thank you, Dr. Beltz, for your dedicated service as a Bothwell provider and outstanding friend and community member.

**Best wishes for your next chapter, Dr. Beltz!**



## MAILROOM REMINDER

### Mind the Slots

The slot outside the mailroom is **not** for outbound mail, but for Casual Friday donations only. Outbound mail must be placed inside the mailroom in the outbound box.

PATIENT SAFE HANDLING INITIATIVE  
Safe Handling Programs Save Hospitals Money

Nursing is considered one of the highest risk occupations, second only to truck drivers. Of all nurses, 52 percent complain of chronic back pain, and 12 percent leave the profession annually due to back injuries.

The population of health care workers that engage in patient lifting activities cuts across disciplines. Positions and areas include occupational therapists, physical therapists, transporters, radiology, nurses, and other inpatient personnel, which places them at high risk for injuries.

The most common injury is related to overexertion and bodily reaction from lifting, bending, twisting, repetitive motion, and excessive physical effort.

Implementation and usage of a Patient Safe handling program can reduce overall hospital costs and reduce injuries to employees.

Below are some examples of money saved.

Safe Patient Handling Case Studies

Facility	Intervention	Results
Texas Hospital	Lifting equipment	Annual workers compensation costs declined from \$111,159 to \$743
Surrey Hospital, British Columbia	Ergonomics-based program; no-lift policy	Reduced annual injuries by 95 percent
Lawrence Hospital	Lifting aids on two high-risk units	Lost workdays decreased from 69 to 0 Restricted days decreased from 133 to 6
Kennebec Health System	Ergonomics management program; lifting devices	Lost workdays decreased from 1,097 to 48

Talk with your manager regarding equipment needs or bring your ideas to the Fall Team and Safe Patient Moving Handling Committee.

## WAYS YOU CAN HELP BOTHWELL

### Help Fellow Coworkers and Patients in a New Way

Help your fellow coworkers and patients **by donating unused Paid Time Off (PTO)** to Bothwell's Miracle on 14th Street Fund or the Bothwell Foundation.

#### Miracle on 14th Street Fund

**In 2005, Bothwell Regional Health Center created the Miracle on 14th Street Fund, which provides financial assistance to Bothwell employees experiencing a crisis or catastrophic event.**

Your contributions help your colleagues who have experienced home fires, natural disasters, incapacitating illness, sudden death of a family member, or other uncontrollable events resulting in burdensome financial stress.

##### Who is eligible for funds?

All current full- and part-time Bothwell employees who have worked for at least one year.

Applicant or a household member must not have received a previous grant in the preceding 18 months.

##### What is the process to request assistance from the fund?

Complete and submit an application, which can be obtained from Human Resources.

##### Who administers the fund?

The Miracle on 14th Street Fund Committee administers the fund and meets on an as-needed basis to consider applications.

#### Bothwell Foundation

**The Bothwell Foundation depends on community member and employee donations that provide valuable resources to our patients, including medical equipment, scholarships and disease prevention and health education.**

**These Bothwell Foundation funds provide funds for specific equipment or patient-centered resources:**

- EBUS Funding Campaign (only available in 2020)
- General Fund
- Camye Callis Gaspard Memorial Heart Fund
- Gene Loveall Cancer Services Fund
- Patient Assistance Fund
- Francis Loveall Stroke Fund
- Women's Health Fund
- Pat Gaunt Nursing Scholarship Fund
- General Scholarship Fund
- To a need of your choice

##### How can you donate?

Both the Miracle fund and the Bothwell Foundation rely completely on voluntary contributions from employees and the community in the form of cash, check, payroll deduction, or approved fundraisers.

Thanks to a suggestion from a physician, employees may now support either or both the Miracle fund and any fund managed by the foundation by donating unused PTO hours. Physicians can donate up to 40 hours per year, and all other employees may donate any amount as long as a minimum of 80 hours is retained.

Hours will be converted to a cash value that can be designated for the specific need of choice. Both options qualify as a tax-deductible donation.

**To donate PTO hours, request the PTO Donation Authorization Form from Human Resources.**

## PAY AHEAD TO DRESS DOWN

### Bank Casual Friday Payments and Save Time

**Do you know you can pay for multiple weeks at a time?**

Send an email to [agreen@brhc.org](mailto:agreen@brhc.org) to learn more!



## BENEFITS OPEN ENROLLMENT

### Save the Dates Nov. 16 – Dec. 18

This year's benefits open enrollment will be held from **Nov. 16 to Dec. 18**. Watch your Bothwell email for more information from Human Resources.



## INTRODUCING HOSPITAL TEAM MEMBER ASSISTANCE FUND

### New Source of Support for MHP Member Employees

The Healthcare Services Group Charitable Foundation is pleased to introduce the Hospital Team Member Assistance Fund.

This program was created to provide a source of support for Missouri Hospital Plan (MHP) members' employees during times of defined crises, including loss of home due to natural disaster, assistance with medical bills related to devastating illness that results in the loss of income, support during times of loss of immediate family, and other situations that occur outside of an employee's control.

The application is simple, and the turn-around time for payment is prompt. For qualifying guidelines, crisis definitions, exclusions, and the fund application are available from Human Resources.



## PAID TIME OFF CASH-OUT

### Policy Reinstated as Employee Benefit

Eligible employees may again cash out accrued, unused Paid Time Off (PTO) hours.

Employees who have completed three years of continuous, benefit-eligible employment may utilize the cash-out program. Cash-out requests that take the PTO bank below 80 hours will not be approved.

If you wish to cash out PTO hours, complete the PTO Cash Out Form and submit it to Human Resources. The form can be found on the Intranet under Forms/Human Resources.

**PTO cash outs are paid only on scheduled pay dates and are considered taxable wages subject to regular payroll tax deductions.**

## NEW EMPLOYEES

### September

Kevin Butler  
*Bothwell Medical Equipment*

Bella Cornish  
*Housekeeping*

Jonathan Costner  
*Security*

Rachel Dority  
*Housekeeping*

Dr. Steven Eldenburg  
*Bothwell Eldenburg Family Practice*

Gabriella Flores  
*Progressive Care Unit*

Alexa Gutierrez  
*Bothwell Walk In Clinic*

Matthew Haywood  
*Radiology*

Amy Henderson  
*Bothwell TLC Pediatrics*

Lydia Henke  
*Radiology*

Ashlie Hopgood  
*2 Southwest*

Paul Howard  
*Bothwell Ear, Nose & Throat*

Michael Johnson  
*Respiratory Therapy*

Monica Laycook  
*Respiratory Therapy*

Cheyenne Marquess  
*Emergency Department*

Carson Meyer  
*Case Management*

Dwayne Quick  
*Laundry*

Brianna Radu  
*2 Southwest*

Amy Romans  
*Case Management*

Michelle Smith  
*Surgery*

Courtney Stark  
*Emergency Department*

Eunice Tooley  
*3 Southwest*

Angela Violango  
*Progressive Care Unit*

Kristina Walters  
*Health Information Management*

Sharon Weathers  
*Security*

Thea Wyatt  
*Dietary*



## SEPTEMBER EMPLOYEE OF THE MONTH

### Lisa Wells

Whether it is picking up extra tasks while others are on vacation or mentoring young individuals, Lisa Wells goes the extra mile.

Lisa, a dosimetrist in the Bothwell Susan O'Brien Fischer Cancer Center, is the Employee of the Month for September. She was nominated by Kara Sheeley, Oncology Services director, for being a model of Bothwell's four Key Basics, which are safety, courtesy, professionalism, and efficiency.

Lisa recognizes areas to provide additional support and help others in any way possible. With a team member recently on vacation, Lisa stepped up to keep operations running smoothly.

"Lisa has taken on insurance authorizations for Radiation Oncology treatments, along with her billing checks, QA and treatment planning," Sheeley said. "Not to mention running labs for infusion due to our volunteers being utilized at the door."

Lisa also demonstrates her dedication to her profession as she pours into those interested in health care. She has recently been mentoring a dosimetry student and, "doing a wonderful job," Sheeley said.

Whether it is helping with additional tasks in the office or shaping health care professionals of the future, Lisa helps out of the kindness of her heart.

"She is usually doing the extras without anyone knowing it," Sheeley said. "She doesn't do it for recognition, she does it because it's the right thing to do."

**Congratulations, Lisa, on being named Employee of the Month for September!**



## WELCOME DR. LISA WADOWSKI

### New Physician Joins Bothwell Family Medicine Associates

On Oct. 22 Dr. Lisa Wadowski joined Dr. Robert Frederickson, Dr. Jeffrey Sharp and Dr. Julie Cahill at Bothwell Family Medicine Associates.

Wadowski was raised in Arizona and attended the University of Arizona for her undergraduate studies. She received her medical degree from the University of Arizona-Phoenix and completed her residency at the University of Missouri Health Care this year.

She and her fiancé, Greg, recently moved to Sedalia, and when they are not working they can be found at the gym, traveling or doing anything outdoors.

"I love to cook, exercise, travel, read, and spend time with friends and family," she said. "I am so excited to become a part of this wonderful community."

**We are glad you are on the Bothwell team, Dr. Wadowski!**

## STAY HEALTHY AND ACTIVE, SAVE MONEY

### Bothwell Rocks Health and Wellness Program Reminder

As a Bothwell employee, you are encouraged to take an active role in your health and wellness. The Bothwell Rocks Health and Wellness program is designed to increase awareness of your current health status and focus on activities that promote a healthy lifestyle.

The program must be completed once every calendar year to maintain favorable medical insurance premiums for the next year.

#### **All of the following must be done to complete the program:**

- Annual physical/wellness appointment from your personal health care provider
- Participation in fitness, nutrition or wellness activities in 2020. Two different activities must be completed in addition to your annual physical/wellness appointment. Examples of fitness, nutrition or wellness activities include:
  - Use of fitness tracker such as a FitBit or Garmin
  - Organized activities including Lub Dub, Tough Mudder, recreational sports league, exercise class, etc.
  - Sessions with personal trainer
  - Nutrition classes
  - Physical activities such as a workout DVD, yoga, pilates, couch to 5K, walking, running, yardwork, gardening, etc.
  - Weight loss and management like participating in Weight Watchers
  - Going to a gym two to three times per week
  - Smoking cessation
  - Stress management such as breathing exercises or meditation
  - Other activities as approved by Human Resources

Forms to validate your participation in the program are available on the IntraWeb or from Human Resources.

**The deadline to submit the forms every year is Nov. 30.**

## THANKSGIVING AND COVID Planning Safe Holiday Activities

The long Thanksgiving weekend holds long-held traditions of air and road travel, family gatherings and Christmas shopping, as well as new traditions like “friendsgiving” celebrations, all of which may put people at increased risk for COVID-19.

The U.S. Centers for Disease Control and Prevention (CDC) issued new considerations in early September about how to safely celebrate the Thanksgiving holiday. According to the CDC website, these considerations “are meant to supplement—not replace—any state, local, territorial, or tribal health and safety laws, rules, and regulations with which holiday gatherings must comply.”

### General considerations for events

*If you’re hosting:*

- If possible, host an outdoor activity over an indoor activity
- Include only people from your local area
- Limit number of attendees
- Ensure there are enough sanitizing supplies (masks, sanitizer, tissues) for everyone
- If you’re including people from outside your household, consider asking them to avoid contact with people outside their household for 14 days before the event

*If you’re attending:*

- Outdoor activities are safer than indoors. If it’s an indoor activity, avoid crowded, poorly ventilated, and fully enclosed spaces.
- Bring your own supplies like masks, sanitizer and tissues to avoid any sharing
- Consider strictly avoiding contact with people outside of your household for 14 days before the gathering.

### Traveling

Travel increases the chance of getting and spreading the virus that causes COVID-19. Staying home is the best way to protect yourself and others. If you must travel, be informed of the risks involved.

### Gauging the safety of your activities

*The agency says these are lower-risk activities:*

- Having a small dinner with only people who live in your household
- Preparing traditional family recipes for family and neighbors, especially those at higher risk of severe illness from COVID-19, and delivering them in a way that doesn’t involve contact with others
- Having a virtual dinner and sharing recipes with friends and family
- Shopping online rather than in person on the day after Thanksgiving or the next Monday
- Watching sports events, parades and movies from home

*These are considered moderate-risk activities:*

- Having a small outdoor dinner with family and friends who live in your community
- Lower your risk by following CDC’s recommendations on hosting gatherings or cook-outs.
- Visiting pumpkin patches or orchards where people use hand sanitizer before touching pumpkins or picking apples, wearing masks is encouraged or enforced, and people are able to maintain social distancing
- Attending a small outdoor sports events with safety precautions in place

*These activities are considered higher-risk and the CDC says they should be avoided to help prevent the spread of the virus:*

- Going shopping in crowded stores just before, on or after Thanksgiving
- Participating or being a spectator at a crowded race
- Attending crowded parades
- Using alcohol or drugs, which can cloud judgment and increase risky behaviors
- Attending large indoor gatherings with people from outside of your household

## FROM THE BOTHWELL{NESS} COMMITTEE

### Fall Into Good Habits

This month's topic is **staying healthy during the fall** by **Amanda Wathen in Health Information Management.**

With COVID and flu season ramping up, we know the importance of washing hands, getting the flu vaccine, and considering adding a Vitamin C, Vitamin D or Zinc supplement.

Here are some other tips you may consider for a healthy fall.

#### **Get your flu vaccine early and a yearly checkup.**

- If you haven't already gotten a yearly checkup, do it now. And get vaccinated for the flu before the hard-hitting season comes

#### **Continue using sun block and get outside more.**

- Even though the weather is changing, we need to continue to get natural sunlight and fresh air as well as exercise in the cooler months. Don't forget to wear layers to stay warm.

#### **Remember fall brings allergies and skin changes.**

- Get your allergies under control before the season is here. See your primary care provider and get on a regimen. Remember to keep doors and windows closed if you are sensitive to allergy triggers in the fall season. Change filters and clean vents. Wear a mask when doing yard work.
- In the colder months, we need to give our skin and body extra hydration. Drink more water and moisturize your skin more often.

#### **Self-care in fall and winter**

- Some of us can suffer from Seasonal Affective Disorder. Being cooped up in the colder months doesn't help our mental health. Remember to keep in touch with family and friends even in these times we shouldn't be gathering in groups. A phone call or FaceTime with a close friend is a great mood booster. Remember to take time for yourself. Start a new hobby, plan a special family dinner to cook together, or consider fall activities outside with family and pets.
- "Stuffing season" is coming. Instead of making weight your focus, change your mindset and aim to reframe negative thoughts to more positive ones.



# BOTHWELLNESS



## COMMUNICATION CORNER

### WebEx Webinar Troubleshooting

**If you have never used WebEx before, you will need to download a plug-in.** Depending on the security settings on your browser or system, you may need administrator privileges to grant permission for this download. Contact the Help Desk at extension 9197 for assistance.

- If you do not get a screen that says you have a “successful connection,” then there is a problem. First, try another browser. If you continue to have problems, contact [helpdesk@brhc.org](mailto:helpdesk@brhc.org) (Subject: Webex) or call extension 9197, for help.

#### Supported Operating Systems and Browsers

- Firefox (most recent version), Chrome (most recent version); Internet Explorer (11); or Safari (5+) all work well.
- Windows 7 and Windows 10 are supported
- Mac OS X 10.7-10.11 are all supported
- Mobile devices can download native apps that work in recent versions of the major mobile operating systems - iOS, Android, and Windows.

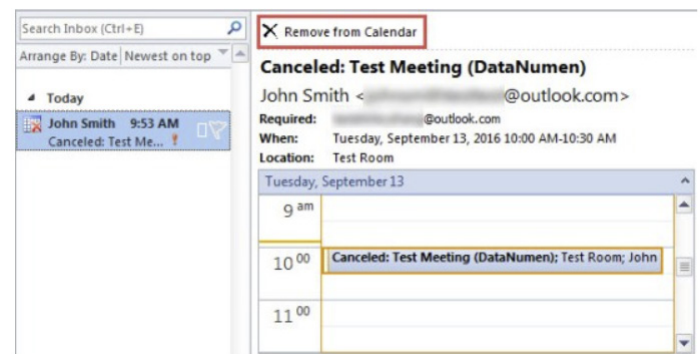
#### Audio Troubleshooting

- Most Bothwell Webex meetings will use the “Call me” or “Call in” feature. These settings are saved once you’ve entered them in a successful Webex. For “Call me” check the box to automatically “press 1.”
- If you are having Audio problems in a WebEx meeting requiring video/audio during a webinar:
  - In the WebEx app - under the Audio menu item, choose Integrated Voice Conference
  - Confirm you have joined the conference
  - Next, in the same Audio menu, choose Speaker/Microphone Audio Test. Run the test and confirm that the correct speakers and microphone are assigned to be used by WebEx.
  - You should also verify the speaker and microphone settings in the Operating System settings as they can be out of sync and cause issues.

- NOTE: you do not need a microphone to participate in Bothwell webinars - in fact, we ask that you always keep your microphone muted unless called on.
- If you are still having audio issues, try leaving the meeting and rejoining.
- If rejoining does not work, try rejoining with a different browser.
- Finally, restart your computer and rejoin the meeting.
- Sometimes audio settings on the local computer can cause problems and sometimes local network issues can prevent audio from working.

#### Calendar Troubleshooting

- If you receive a Webex meeting cancellation click on “Remove from calendar”



- More than likely a new meeting invite will be sent out by the host. If this is the case, click on Accept, Tentative or Decline depending on your situation.
- If you do not remove the first invite you will have two, which will cause confusion.
- If you continue to have problems connecting with WebEx, please contact [helpdesk@brhc.org](mailto:helpdesk@brhc.org) (Subject: Webex)

## WOMEN'S HEALTH PARTNERS WITH CHILDREN'S MERCY NICU Telemedicine Program Set to Go Live

By the end of next week, the Bothwell Women's Health team will be able to connect through telemedicine technology our smallest and most vulnerable patients to one-on-one consultation with providers in the Level IV Neonatal Intensive Care Unit (NICU) at Children's Mercy in Kansas City.

Newborns admitted to Bothwell's NICU after birth sometimes have to be transferred to a higher level of care. With the new telemedicine capabilities, Women's Health staff and pediatricians can connect virtually with neonatologists at Children's Mercy who can see and hear the babies and staff and answer questions and provide guidance in real time. The goal of the program is to provide faster care and reduce the number of newborns who need to transfer out of Bothwell.

Classified by the American Academy of Pediatrics, a Level IV NICU is the highest level of care and means babies have access to a full range of more than 400 newborn medicine specialists, highly-trained pediatric nurses and anesthesiologists, and specialized equipment. Children's Mercy is the only Level IV NICU within a 200-mile radius that provides specialized services for babies who need surgery or highly advanced medical care.

## POLICY CHANGE Updated Attendance Policy in Effect Nov. 1

Bothwell employees assist in fulfilling Bothwell's mission to be the preferred source of quality health care for the patients we serve. It is critical for safe and effective patient care that each employee arrives at work on time for each scheduled shift. Unscheduled absences and lateness occurrences are tracked on a point system.

Bothwell's attendance policy has been updated to include a reward for employees who have perfect attendance. Employees who have perfect attendance in a calendar year will receive a gift card and a Bothwell logo item.

### Other updates to the policy include:

- Clarification that any unapproved unscheduled absence would result in an attendance point. Only policy specific unscheduled absences will be approved. (FMLA, inpatient hospitalization, outpatient surgery, military leave, jury duty, court ordered appearance, and bereavement leave). A physician's note does not approve an unscheduled absence. Prior to this change a note from a physician excused the employee's absence.
- Defines how tardiness will be handled uniformly throughout the organization. Prior to this policy update, each department had independent tardy policies.
- Adds perfect attendance recognition:
  - Year One: \$20 Gift Card (or bonus) and a Bothwell logo gift
  - Year Two-Four: \$50 Gift Card (or bonus) and a Bothwell logo gift
  - Year Five and on: \$75 Gift Card (or bonus) and a Bothwell logo gift.

**All policy updates are effective Nov. 1, 2020.**

## ONCOLOGY DEPARTMENT RECEIVES AWARD Teamwork and Positivity Recognized

Bothwell's Senior Leadership Team and Board of Trustees recognized the Oncology department at the October Board of Trustees' meeting. The team was presented a traveling signed bowling pin as the "You Bowl Me Over" award for demonstrating exceptional teamwork and high morale during the pandemic.

**Lori Wightman, Bothwell CEO, read this recognition note at the meeting.**

"I know every single area of Bothwell has been impacted and had to face so many extra hurdles aside from the constant changes and updates with COVID, but I am truly "bowled over" at the consistent teamwork and morale that has been exemplified by this team.

"These amazing people show up every day and are here for each other and most importantly, their patients. It seems as though we make a great plan to adapt ... and life throws yet another curveball at us, both personally and professionally. We have celebrated life and loss ... life's hiccups and hurdles and the hurricane that seems to be this year and we have gone through this as a family.

"Each member of this team has taken on extra duties or covered for another area within our department for the greater good."

Wightman said she was honored to present the "You Bowl Me Over" award to the Oncology team.

## YOU HAD ME AT PUMPKIN SPICE It's Time to Fall for Fall Coffee Flavors

Local coffee company Ozark Coffee Company, which serves items in the Bothwell Café, recently released its pumpkin spice flavored coffee.

**Stop by for a yummy taste of pumpkin spice and everything nice!**



## FOUNDATION NEWS

### Pregnancy and Infant Loss Awareness Day Recognized

**“A life need not be long to be meaningful.”**

Women’s Health and Bothwell OB/GYN Associates staff recognized national Pregnancy and Infant Loss Awareness Day on Oct. 15. Refreshments were provided by the Bothwell Foundation.

A commemorative plaque was hung on the lilac tree that was planted for last year’s awareness day. Hollie Dubroc, Women’s Health Center director, and Dr. Michael Carozza with Bothwell OB/GYN Associates, spoke at the event.



## MASQUERADE A NIGHT IN DISGUISE

### Bothwell Foundation Seventh Biennial Benefit Nov. 7

**HAPPENING NEXT WEEK!** Tune in online at **7 p.m. Nov. 7** to watch the Bothwell Foundation’s seventh biennial benefit, “Masquerade A Night in Disguise.” The virtual event will be live-streamed and feature a special program and online auction.

Proceeds will help purchase an EBUS bronchoscopy system, which will help with diagnosing lung cancer and other lung disorders with a minimally invasive procedure that is highly effective.

Log in at [avcast.me/2020benefit](https://avcast.me/2020benefit) to join the party and support a wonderful cause!





## FOUNDATION NEWS

### Memorials and Donations

**In memory of Dr. Jeffrey Sharp's father-in-law Raymond Kresin**

Bothwell Medical Staff

**In memory of Phoebe Moore**

Michael and Joy Simon

**In memory of Deanna Stevens**

Bothwell Nurse Leadership

Michael and Joy Simon

**In memory of Lawrence Ulmer**

Michael and Joy Simon

**In memory of JaEllen Hickman**

Bothwell Hospital  
Employees Credit Union

Bothwell Medical Staff

Bothwell Orthopedics  
and Sports Medicine

Christa Albin

Sue Brauer

Leora Bremer

Amy Carr

Trudy Clawson

Linda Cook

Howard And Sandra

Cordes

John Dawes

Terri Deer

Valerie Dent

Dr. Richard Draper

Beth Everts

Tom and Wendy Fairfax

Jan Henson

Denise Hoffman

Dena Jenkins

Sandra Jerome

Sue Jones

Dr. Douglas Kiburz

Marie Kringle

Rick Langdon

Patricia Leix

Grace Linn

Terri McCarthy

Susan McMannama

Rose McMullin

Rita Mergen

Mike and Roberta

Moulton

Brad Nicholson

Diana O'Connor

Kimberly Perez

Kiwi Popyk-Wyatt

Jennifer Price

Susan Roe

Maggie Schaffer

Shirley Schlobohm

Michael and Joy Simon

Natalie Sims

Randall Smith

Julie Snow

Brenda Sprinkle

Leslie Stevenson

Dr. Matt Triplett

Kathy Trogden

Jennifer Unkel

Toni Warren

Lori Wightman

Dianne Williams

Dr. Dan Woolery

Dr. William Woolery

Victor Zimmerschied



## FASHION AVENUE SCRUB SALE



December 3 from 9 a.m. – 5 p.m.  
Located in the Bothwell Cafeteria

## SUNRISE SHOPPING

DEC. 1  
6 TO 9 A.M.

## SAVE THE DATE GIFT SHOP CHRISTMAS SALES

Sale will take place in the gift shop with refreshments available outside

## MOONLIGHT MADNESS

DEC. 8  
6 TO 11 P.M.



Bothwell  
Regional Health Center



## FOUNDATION NEWS

### Employee Giving and United Way Campaigns Set for Nov. 1 – 30

Due to COVID precautions, this year's employee giving and United Way campaigns are going to look a little different. We hope you continue to support these great causes!

All order forms and materials will be available on the IntraWeb. Go to Quick Links on the right side of the IntraWeb and click "Employee Giving and United Way" to view all order forms, links, etc.

**Check out these great employee-giving opportunities!**

#### Wreath and Evergreens Sales

Choose from beautiful holiday swags, garlands, wreaths, and table decor that will turn your home into a winter wonder.

**Find the order form on the IntraWeb; order by Nov. 6.**

#### Raffle Items

We have lots of great items to choose from this year, including great opportunities to get to know your SLT members, a chance to win a COVERED parking spot, and more!

Ticket prices are \$1 for one ticket, \$5 for six tickets, \$10 for 15 tickets, or \$20 for 50 tickets. Additional information can be found on the IntraWeb.

**Ticket sales are from Nov. 1–20, and winners will be drawn Nov. 24.**

#### Employee Giving Forms

Beginning Nov. 2, go to the IntraWeb to watch a short video to learn more about this year's employee giving campaign and how you can participate and make a difference in our community. Giving forms will be given to each department director to provide to employees.

**Forms must be turned in by Nov. 20, 2020.**

#### Nutman Company Sales

- Nov. 23 from 7:30 a.m. to 4:30 p.m.
- Nov. 24 from 7:30 a.m. to 2 p.m.

Right in time for the holidays! Enjoy a large assortment of nuts, snack mixes, candy, chocolate and much more! Pre-order forms will be available on the IntraWeb.

CLINICS (or departments) pre-order by Friday, Nov. 20 and your treats will be delivered to you on Monday, Nov. 23! Cash, check or credit card accepted.

#### In-Person Sales

- 7 a.m. to 2 p.m. Nov. 4 and 18

We will be in the cafeteria these two days with information on the wreath sales and raffle items.

Order forms will be available. Cash, check or payroll deduction will be accepted as forms of payment.

**TICKETS ON SALE NOW TO  
WIN THIS 3-FOOT SANTA!**

*Santa Raffle*



**1 for \$1 | 6 for \$5**

Purchase tickets in the Gift Shop; hours are 9 am – 5 pm  
Monday – Saturday and 1 – 5 pm Sunday.

**Drawing will be held Dec. 11**

## NOVEMBER BIRTHDAYS



Michelle Ekstrom.....	1
Chasatee Keeran .....	2
Natalie Sims .....	2
Dr. David Roehrs .....	2
Olga Kharabora .....	4
Breanna Wells.....	4
Viola Heaps.....	4
Brittnie Bernhardt .....	4
Katie Touchstone .....	4
Dr. Sarah Hasek .....	4
Kirby Lewellyn .....	4
Stephanie Nicholson.....	6
Ashley Werths .....	6
Angela Leiter.....	7
Danielle Howser .....	8
David Wolfe.....	8
Steve Hickman .....	8
Marie Kringle .....	8
Dr. William Bone .....	8
Mark Mahalovich .....	8
Alex Thompson.....	8
Steven Hughes.....	8
Krystal Burnett .....	8
Maggi Mahalovich .....	9
Kirstin Stone .....	9
Crystal Anderson .....	9
Grace Sims .....	10

Tammy Coffey.....	10
Erick De Guzman .....	10
Kristy Kestner .....	10
Rachel Dority .....	10
Matthew Haywood .....	10
Brooklin Hunnell .....	11
Amy Nichols.....	11
Dr. Vu Nguyen .....	11
Brooke Huskisson.....	13
Dylan Young.....	13
Christopher Shelby .....	14
Pamela Eckhoff.....	14
Cori Laxson .....	15
Cj Palmer.....	15
Dr. Robert Miley .....	16
Joy Knox .....	17
Liz Hackett .....	18
Margaret Benson .....	18
Marie Tucker .....	18
Trisha Miller .....	18
Amira Boersma .....	18
Christina Asher .....	19
Jaysen Lopez .....	19
Maria Bunch.....	20
Terri McCarthy .....	21

Sherri Hopkins.....	21
Dr. Terence Robertson.....	21
Dr. Evan Stout .....	21
Gabrielle Morgan .....	21
Erik West .....	22
Vicki Monath .....	22
Dr. Robert Foster .....	23
Bill Parris.....	23
Wanda Prewitt.....	23
Jamie Barklage.....	24
Wayne Smither .....	25
Kory Kephart .....	26
Cathy Downing .....	26
Lisa Theisen.....	27
Jesse Benner .....	27
Ann Green .....	28
Steven Privett .....	28
Dr. Lisa Wadowski.....	28
Teresa Frazier .....	29
Leah Mahin .....	29
Gina Braden.....	30
Ashley Grotzinger .....	30