

NOVEMBER 2021

# BILLBOARD



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



## THE WHY BEHIND A VACCINE MANDATE A Letter from Lori

Yesterday, following a lawsuit from Missouri Attorney General Eric Schmitt, the United States District Court, Eastern District of Missouri, issued a [preliminary injunction](#), halting the Biden Administration from enforcing its vaccine mandate on health care workers in the states that joined Missouri's coalition.

After reading the ruling, the court based its decision on several factors including that CMS required congressional authority to impose a mandate, that it improperly bypassed notice and comment requirements, that its own delay undermines an emergency justification and that it failed to meet a "good cause" burden among others.

This ruling means that we will not be placing any unvaccinated coworkers without an approved exemption on unpaid administrative leave on Dec. 6. According to the Missouri Hospital Association, it's likely the case will be appealed to the Eighth Circuit Court of Appeals and ultimately to the Supreme Court.

Depending on what happens in the courts, the rule may be overturned or we may very well just get a new vaccine mandate deadline somewhere down the road. No matter what happens, I want to focus my comments here on the "why" behind the rule, which I've read in detail. CMS's intents for its vaccine mandate are simple:

- All health care workers have a general ethical duty to protect those they encounter in their professional capacity.

[READ MORE ON NEXT PAGE ►](#)



## SEE WHAT'S INSIDE!

**BENEFITS OPEN  
ENROLLMENT IS  
HAPPENING!**

**WELCOME MARLENE LYON**

**CONGRATS OCTOBER  
EMPLOYEE OF THE MONTH**

**EMPLOYEE ENGAGEMENT NEWS**

- Health care workers have a special ethical and professional responsibility to protect and prioritize the health and well-being of those they care for, as well as not exposing them to threats that can be avoided.

I think we would all agree with these statements. It's **how** we demonstrate this duty to protect where there is disagreement. As with most things, there are many ways to achieve a goal.

I have said this many times before yet it bears repeating in light of the rising number of patients hospitalized right now suffering from Covid-19. **I know I'm going to die of something someday, but because I am vaccinated and boosted, it's probably not going to be from Covid.** And I desperately want everyone else to be able to say the same thing.

Before the CMS rule, we determined that Bothwell would not mandate the Covid-19 vaccine for employees yet we would strongly encourage it. Once the mandate was published by CMS, we created a fair and equitable process to request a medical or religious exemption and for those granted exceptions, we will require accommodations to protect patients and other coworkers. Masking and social distancing may be strict but this is how we plan to achieve the "why" and protect our patients and each other.

Since vaccines became available, we have struggled to reach even a 70 percent coworker Covid-19 vaccination rate. The rate for health care employees in rural communities is typically lower than in larger cities. In comparison, Covid-19 vaccination rates at Boone Health and MU Health Care in Columbia are 91% and 99%, respectively. So, why is our rate so low? It's difficult to pinpoint a single reason; however, the majority of exception requests have been based on firmly held or religious beliefs against the Covid-19 vaccines.

What is troubling to me is how divisive the topic of the vaccine has become and how much rampant misinformation continues to flow.

One local manufacturer declined our offer to conduct an on-site flu vaccine clinic because a number of employees believed the Covid-19 vaccine was included in the flu vaccine. How do these rumors even start?

We know that no amount of science-based information and data like we have shared for months can address emotional responses or arguments. So, we have to let people make their own decisions, and some will get sick and some sadly may die or have long-term disability. Yet, this is what we do. We help and support people all the time who make choices that may harm them. It's my personal belief that those choosing to not get vaccinated who could be vaccinated are making a bad choice. If we've learned anything over the last 20 months it's that Covid knows no demographic. We've all seen people die who were healthy weeks prior to becoming ill.

So, I continue to keep the "why" at the forefront—that we have a duty to protect those we are here to care for. If we can achieve that goal by most being vaccinated and the rest diligently wearing masks, then I am fine with that approach. As always, my door is open. Please stop by or call me with your questions or advice as we navigate yet another pivotal point in fighting this virus.

Stay well. Be well.



Bothwell also requires that employees and others working or volunteering in the hospital and clinics receive the influenza (flu) vaccine no later than Dec. 31. Flu vaccines are available from 6:30 am–3 pm Monday through Friday in the Employee Health office on the hospital's first floor or from 7:30 am–3:30 pm Monday through Friday in the Employee Pharmacy on the hospital's ground floor. No appointment is necessary.

## CNA CLASSES FORMING SOON Limited Spots Available

Want to be a Certified Nurse Assistant? We offer paid on-the-job training, classroom work from the comfort of your home and hands-on training. Full- and part-time positions are available. To apply or learn more information about classes offered, call Laura Weisenburger, Nurse Education/Recruiter at 660.829.7758.

## YOU KNOCKED OUR SOCKS OFF BOTHWELL PEAK Sport and Spine Exceeding Patient Expectations

Congratulations to Mike Trammell, Sarah Grupe, Jonathan Starke, Martha Hagston and Kory Bohling at Bothwell PEAK Sport and Spine Physical Therapy for knocking our socks off by providing exceptional patient care. Below is the letter written by a very pleased and impressed patient that sheds some light on the remarkable care received.

*Imagine if you can, having had your knee ripped open, something cut out and something shoved in it and sewn shut! Sounds pretty horrible. You're right. It is. Then imagine, just four days later you have to report to rehab for more extensive physical therapy.*

*Even though you've been a client in this place a couple of times before, you know this time is very different because the therapy is going to be even more extensive than the two times prior. You hobble in on a walker scared, ready to cry at the drop of a hat, with a pain level of nine out of 10 and a leg that looks two times larger than normal.*

*Then, this kind young man calls your name. He places you on a bike to warm up and then assists you to an exercise table. Though you are very slow and unsteady as you try to get to the table, this young man remains kind, unhurried, calm and gentle.*

*While carefully leading you through the exercises and instruction, he readily acknowledges the pain, fear and tears in your eyes and kindly and gently says, "The first two weeks are the worst. It will get better."*

*Well, this is a real person, his name is Jon, and he works at Peak Physical Therapy and Rehab services. Jon truly made my heart and soul feel hopeful and better that day.*



From left to right, Mike Trammell, Kory Bohling, Jonathan Starke, Sarah Grupe and Martha Hagston with Bothwell PEAK Sport and Spine

*Then comes Martha, who also was kind, helpful and encouraging. She knew exactly how to gently push me to get me where I needed to be. For example, I was petrified of steps. I had avoided steps, especially going down, as much as possible for about 11 years because my knees were so bad. Martha took my hand and gently guided me multiple times as she said, "We will get you through this. I got you!" Guess what? She did! While I am still cautious, I am no longer terrified of stepping off steps.*

*Then there's Mike, the master at keeping the entire environment light-hearted as well as professional, Kory, a physical therapist student, Sarah and all the rest that make that place run like a well-oiled machine.*

*Even behind a face covering, you can see in their eyes and hear in their voices the joy, compassion, enthusiasm, dedication and care they have for every client encounter.*

*Therapy was tough and painful but the light-hearted, joyful atmosphere made it enjoyable and certainly enhanced healing, both physically and of the soul. Every encounter I have had throughout the years with Peak has been awesome. This is such a wonderful, uplifting and great place for rehab!*

*These people "knocked my socks off," and I hope they do yours, too!"*

## BENEFITS OPEN ENROLLMENT

### Open Enrollment Ends Dec. 10

Open enrollment season is here! Open enrollment is **for those of you who work 60 hours per pay period or more**. This allows you to make changes to existing benefits or elect new benefits for the first time. The 2022 Fast Facts can be found on the IntraWeb to review information regarding open enrollment and insurance changes. **Open enrollment ends Dec. 10.**

- If this is your **first time enrolling**, you can register by accessing this [Registration link](#). During the registration process, you will be required to enter personal identifying data as well as the following company identifier: **BRHC**
- If you are **already registered**, start making changes to your insurance elections today through this [Login link](#).

#### Review your health insurance elections

- Add or remove dependents if needed
- Review insurance tier and make changes if needed

#### Review dental and vision insurance elections

#### Life Insurance

- Review and update beneficiaries

#### Short-term disability is moving from Aflac to Sun Life

- Must enroll through Sun Life if you wish to have or continue coverage

#### Aflac plans have been enhanced

- All current Aflac plans will end Dec. 31. Employees interested in Aflac must enroll if you wish to have coverage

#### Flexible spending

- **Enrollment/Re-enrollment is required** to have coverage in 2022 for your Flexible Spending Account

All enrollment changes are required to be done online through the link that was sent to your personal and BRHC email on Monday, Nov. 15. The sender of this email was Human Resources Employee NAVIGATOR.

Mass Mutual (now Empower) 403b changes are excluded from online enrollment.

If you need assistance with your enrollment or have questions, please contact Laura Darrah at 660.827.9541 or Human Resources at extension 9540. You may also stop by Human Resources located on the ground floor of the hospital from 7 am to 4:30 pm Monday through Friday.



[READ MORE ON NEXT PAGE ►](#)



## BENEFITS OPEN ENROLLMENT (CONTINUED)

### Open Enrollment Ends Dec. 10

#### Update to Aflac Plans

We have an exciting new change with the Aflac benefits being offered. The benefits being offered are changing from Aflac Traditional Programs to Aflac Group programs in order to streamline all benefits and to offer the most up to date and best valued Aflac products to employees. The new Aflac Group products are now available to enroll in. The Aflac Group products are listed on the following page, and the product information can be found on the QR code.



- Accident
- Critical Illness (w/Cancer coverage)
- Hospital Indemnity

The new Aflac policies carry slightly different benefits, though many are enhanced over the current plans.

- Aflac Group premiums are generally lower than Aflac Traditional coverage.
- Aflac Group policies are Guaranteed Issue and they will cover pre-existing conditions.
- All employees are being offered the new Aflac Group benefits through the online enrollment portal and you will enroll in these benefits at the same time you enroll in medical, dental, vision, etc.

If you currently carry Aflac Traditional coverage and wish to maintain your existing Aflac plan(s), you will need to set up a direct payment with Aflac, as these policies will no longer be payroll deducted after Dec 31.

**You can set up direct pay by completing the change form found on the IntraWeb and returning it to Aflac. It can be mailed to the address listed on the change form, or faxed to the number provided on the change form.**

Deductions will be done monthly from a checking or savings account or from a credit or debit card if you decide to keep existing plans and direct pay. Your benefits and cost will remain the same.

At the end of the year, Aflac will automatically send out a letter to all staff that have not switched to direct pay on existing coverage. At this time, they will give you one last opportunity to set up existing Aflac Traditional coverage on a direct pay basis. If you choose not to take advantage of this, your Traditional Aflac benefits will terminate.

Should you have any questions, please feel free to contact Shane Ridenhour at 800.769.5994.

**All insurance information and documents are available on the IntraWeb under the Human Resources Corner.**

## NEW EMPLOYEE BENEFITS Designed With You in Mind!

The Senior Leadership Team is excited to announce additional recruitment and retention opportunities and benefits for current and prospective Bothwell employees.

**Mid-year Bonus:** All PRN, part- and full-time employees who are active as of Dec. 15 will receive a 2 percent bonus based on their earnings from Jan. 1, 2021 through Dec. 10, 2021. Earnings include hours worked, benefit time, extra shift bonuses, shift differentials, etc. Vacation cashouts are not included in the earnings calculation. The bonus will be paid on a separate check on Dec. 17.

**Raise:** Effective Jan. 2, 2022, all PRN, part- and full-time employees without set contracts will receive a \$1 per hour pay increase. Employees with set contracts include physicians and CRNAs.

**Loan forgiveness:** Bothwell provides loan forgiveness to sponsor employees and prospective employees who wish to pursue training in health care professions. Loan forgiveness may be provided for employees and prospective employees who have obtained training in a health care profession that is designated by the Senior Leadership Team as a hard-to-fill position, such as a clinical associate degree or higher. The loan forgiveness funds are provided to the employee on a per pay period basis for a predetermined length of time. The employee must maintain a work assignment of 72 hours per pay period.

**Tuition reimbursement:**\* Bothwell encourages job-related education, and with advance approval by employee director, will provide employees with educational assistance up to \$5,250 per year. Educational assistance refers to amounts paid by the hospital for employees' education expenses. These expenses generally include the cost of books, equipment, fees, supplies and tuition.



Such expenses do not include the cost of a course or other education involving sports, games or hobbies, unless the education:

1. Has a reasonable relationship to the organization's business, or
2. Is required as part of a degree program.

Education expenses also do not include the cost of tools or supplies (other than textbooks) that an employee is allowed to keep at the end of a course; nor do they include the cost of lodging, meals or transportation. All current Bothwell employees are eligible to participate in this program.

**A stipend for qualifying employees will be paid \$200\*** per pay period when enrolled in a relevant degree program. The stipend is for employees returning to school or applicants interested in coming to Bothwell after graduation. In order to be eligible for the educational stipend, an employee must:

- Be enrolled or intend to enroll in a degree program for a difficult-to-fill clinical position
- Intend to complete the program
- Intend to be employed at Bothwell Regional Health Center in the difficult-to-fill clinical position after their education is complete

*\*Employees are not eligible to receive both a stipend and tuition assistance simultaneously.*

[READ MORE ON NEXT PAGE ►](#)

## NEW EMPLOYEE BENEFITS (CONTINUED)

### Designed With You in Mind!

**Weekend Program Option (WPO):** The Weekend Program Option is designed to promote consistent weekend staffing and give employees the opportunity to earn time and half premium pay. The WPO identifies a group of individuals who make a regular scheduled weekend commitment, thereby reducing the weekend commitment of other hospital nursing staff. Any hospital employee with at least one year of experience is eligible to apply for this program. Clinic positions are exempt from the WPO option. Eligible employees in the program make a 12-month commitment to work two consecutive 12-hour shifts every weekend.

Twelve-hour shifts that qualify for this program are:

- Friday and Saturday 7 pm to 7 am
- Saturday and Sunday 7 am to 7 pm

The employee must work 12 hours in one 24-hour period to qualify for premium pay. When consistently scheduled on weekends, earn time and half premium pay.

To learn more information about these opportunities and incentives, please contact Lisa Irwin in Human Resources or find the official policies on the IntraWeb next week.

A promotional graphic for 'Football Fridays'. The top half features a dark grey background with a pattern of white football-related symbols (crosses, circles, squares, arrows). A string of pennant flags hangs across the top, alternating between green with white yard lines and brown with white yard lines. The text 'FOOTBALL FRIDAYS' is written in large, bold, white capital letters. Below it, in smaller white text, is the message: 'With a \$1 donation to the Bothwell Foundation, staff may wear football team logo wear on Fridays to celebrate the football season. If you have questions, or need additional information, please contact Human Resources.' The bottom half of the graphic shows a green football field with white yard lines and numbers (10, 20, 30, 40, 50) receding into the distance.

# FOOTBALL FRIDAYS

With a \$1 donation to the Bothwell Foundation, staff may wear football team logo wear on Fridays to celebrate the football season.

If you have questions, or need additional information, please contact Human Resources.

## WELCOME MARLENE LYON

### Interim CNO/Director of Perioperative Services



Please welcome Marlene Lyon, BSN, RN, as the Interim CNO/Director of Perioperative Services. While Bothwell searches to permanently fill those positions, Lyon will provide her leadership and experience to the team. Lyon is the Executive Director of Patient Care Services at Boone Hospital Center in Columbia.

At Boone, she is responsible for quality, staffing and financial outcomes for ICU, Stepdown, Respiratory Therapy, Medical Specialties, Surgical Specialties, Neurology/Oncology, Orthopedics, Patient Care Support and training and development.

Lyon will be on-site at Bothwell Monday through Wednesday through the end of the year, and in January, she will be here Monday through Thursday.

**Welcome Marlene!**

## OCTOBER EMPLOYEE OF THE MONTH

### Kirstie Schultz

OB/GYN nurses have one of the most unique jobs in health care. They are responsible for helping ensure all stages of pregnancy go well, providing support to women as they transition into the different stages of life, while also encouraging women to be proactive about potential health problems. Making a patient feel at ease during different stages of life is not an easy task, but Kirstie Schultz is able to do this naturally and effectively.

Schultz, Bothwell OB/GYN Associates LPN, is the October Employee of the Month. She was nominated by Dr. Lori Nolla with Bothwell OB/GYN Associates.

Nurses are busy, hardworking health care professionals, but the stress of Covid-19 has caused some worker fatigue. Instead of backing down and fading away, Schultz continues to consistently provide quality care with the best interests of both staff and patient in mind.

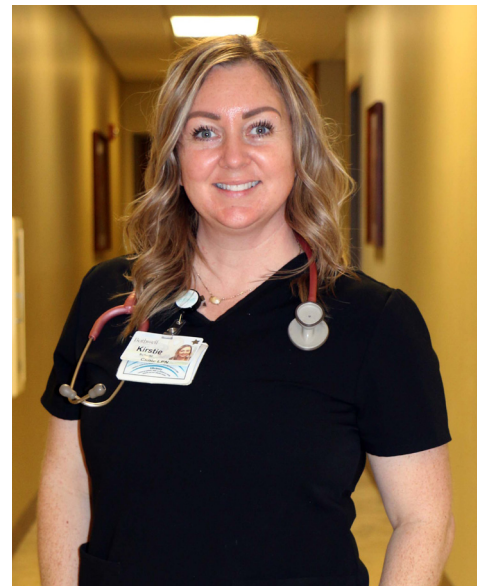
Nolla said that patients feel welcomed by Schultz when they come into the office for their appointments, and that she thoroughly explains procedures and puts them at ease. She exceeds expectations researching medications and pharmacies to find the best deals for the patients, especially elderly patients who have a special place in her heart.

"Kirstie is one of the best nurses I have ever had. She goes above and beyond daily showing extreme professionalism," Dr. Nolla said. "I like to say she elevates my care because she works beyond the basics and therefore allows me to do the same."

Dr. Nolla said that Schultz works tirelessly for not only the patients but Bothwell. She helps out in other areas whenever asked without a complaint all while also being a busy mom.

"Kirstie has made a huge impact on so many lives that I believe she deserves recognition," she said.

**Congratulations Kirstie on being named October Employee of the Month!**





## EMPLOYEE ENGAGEMENT

### Bothwell Cares Holiday Project

The Bothwell Regional Health Center Employee Engagement Committee (previously the Holiday Planning Committee) has organized the Bothwell Cares Holiday Project again this year! This allows us to sponsor/adopt our very own Bothwell employees who may have needs this Christmas season.

An email was sent out by HR a few weeks ago asking employees if anyone needed some additional help during the holidays. We have nine families that we will be supporting this year.

Participating in the project is completely voluntary yet is a great opportunity for us to help out some of our very own Bothwell Regional Health Center coworkers.

#### Bothwell Cares Holiday Project Details:

- All items that need to be sponsored are hung on the Christmas tree in the Café. Volunteers helped set up and decorate the tree Nov. 11.
- If you would like to sponsor or donate an item, take the ornament off the Christmas tree. Each ornament represents one item and a description of what is needed is located on the back of the ornament. Items have a variety of price points so anyone can participate.

*\*\*Some items request a monetary donation to purchase a turkey, pie or other items for their holiday meal. If you choose one of those items, please pay by cash or a check made out to "cash" (a receipt will be made out to you at the time you turn in your donation).*

- Turn in all items or donations with the tree ornament to Lauren Thiel-Payne in the Bothwell Foundation office (second floor by Patient Care Coordinators Office/Respiratory Therapy) by **4:30 pm, Tuesday, Dec. 7.**
- In addition to the ornaments, we are accepting non-perishable food and gently used clothing donations for each of the families. Please turn in your food and gently used clothing donations to the red metal bin next to the Christmas tree. Sizes and items of gently used clothing that are requested are listed on page 11.



If you have any questions, please contact Lauren Thiel-Payne at extension 7786 or Linda Watterson at extension 9540.

## EMPLOYEE ENGAGEMENT

### Bothwell Cares Holiday Project



Members of the Employee Engagement Committee decorated the Christmas Cares Tree that is located in the Café on the hospital's ground floor.



## EMPLOYEE ENGAGEMENT Bothwell Cares Holiday Project

BOY	
Newborn (or larger) Clothing	
Age 4	4T Tops & Bottoms
Age 4	4T Tops & Bottoms
Age 4	Childs Size 12 Shoes
Age 5	5T or 6-7 Tops & Bottoms
Age 8	14-16 Tops & Bottoms
Age 10	Size 4 Shoes
Age 10	Size 10 Coat
Age 10	Size 9 Tops & Bottoms
Age 11	Size 2 Shoes
Age 11	5-7 Tops & Bottoms
Age 14	16-18 Tops & Bottoms
Age 14	32x34 Jeans
Age 14	Adult Large Coat
Age 14	Adult Medium Shirts
Age 14	Size 11 Mens Shoes
Age 14	Size 9.5 Mens Shoes
Age 14	Size 18 or Boys XL Shirts
Age 14	Size 18 or Men's Small Shirts
Age 15	Mens 2X Shirts
Age 16	32x34 Jeans
Age 16	Adult Large Coat
Age 16	Adult Large Shirts
Age 16	Size 11 Mens Shoes

MEN	
Mens	Size 34x32 Jeans
Mens	Size XL Shirts

GIRL	
Age 3	3T Tops
Age 3	3-4T Bottoms
Age 3	3-4T Coat
Age 3	Toodler Size 8 Shoes
Age 5	6-7 Tops & Bottoms
Age 7	Medium Size Coat (6)
Age 7	Size 1 Shoes
Age 7	Size 1.5 Shoes
Age 7	Size 6 Tops & Bottoms
Age 7	Size 8 Coat
Age 7	Size 8 Tops & Bottoms
Age 9	Size 14 Tops & Bottoms
Age 9	Size 14/16 Coat
Age 9	Womens Size 7 Shoes
Age 10	Size 10/12 Coat
Age 10	Size 10/12 Tops & Bottoms
Age 10	Size 3.5 Shoes

WOMEN	
Womens	Size 17 Jeans
Womens	Size 2X Shirt

If you have any questions, please contact Lauren Thiel-Payne at extension 7786 or Linda Watterson at extension 9540.

## EMPLOYEE ENGAGEMENT

### Sedalia Christmas Parade Volunteer Opportunity

The Employee Engagement Committee is coordinating Bothwell's entry in the Sedalia Area Chamber of Commerce 2021 Christmas Parade on **Dec. 4**. Planning is well underway for the "Night at the Movies" themed parade. The Bothwell entry will represent a positive flare of Dr. Seuss's "How The Grinch Stole Christmas" with the people of Whoville and the popular Cheermeister spreading cheer downtown.

The committee is looking for staff who are interested in helping with the remaining preparations for our entry. The following opportunities are available.

- Build shell of float
- Build float topper
- Gift wrapping (empty boxes, various sizes)
- Parade attendee/walker (must be willing to wear some whimsical, colorful attire)
- Stagehand (assist with behind the scenes needs at the parade)

This is a great opportunity to have fun, get to know other staff members and use our creative skills. If interested in helping build the float, come to the Maintenance Building from noon to 3:30 pm Dec. 1 or at 1:30 pm Dec. 3 to lend a helping hand, and bring a friend!

If you have questions, contact Annette Smith at [arsmith@brhc.org](mailto:arsmith@brhc.org) or extension 9447.

We'll be wrapping boxes from noon–1:30 pm Dec. 1 in the Educational Center IT Room.

Any Bothwell employee and one guest who volunteers will receive a fleece Bothwell branded headband ear warmer in appreciation while supplies last.



## EMPLOYEE ENGAGEMENT

### Salvation Army Bell Ringing Dec. 1

We have volunteered to ring the bells for the Salvation Army outside both Sedalia Walmart entrances from 10 am to 6 pm Dec. 1.

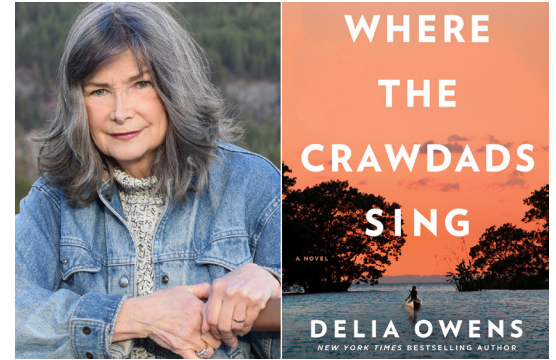
Contact Jody Teague at [jteague@brhc.org](mailto:jteague@brhc.org) to volunteer for a one-hour shift.





## EMPLOYEE ENGAGEMENT Bothwell Book Club

The club is reading “Where the Crawdads Sing” by Delia Owens in December. If you are interested in joining the Bothwell Book Club, contact Lauren Thiel-Payne, Bothwell Foundation executive director, at extension 7786 or [lthiel@brhc.org](mailto:lthiel@brhc.org).



## EMPLOYEE ENGAGEMENT Looking for More Members

Being a member of the Employee Engagement Committee is quite possibly the most fun you'll have on a work committee! The team creates fellowship opportunities for all Bothwell employees to have fun and get to know each other including Hospital Week, the Bothwell Cares Holiday project, the Bothwell Book Club, the Sedalia Christmas parade and more.

Committee members had fun last month constructing the scarecrow display that won first place in the Sedalia Parks & Recreation Scarecrow Contest. Come join the fun!



If you're interested in joining the Employee Engagement Committee, contact co-chairs [Mary Holloman](#) or [Linda Watterson](#).



# HOLIDAY CREATIVITY CONTEST

*Let Your Light Shine*



This year's competition focuses on "letting your light shine" by creating a custom candle that represents each of your departments. Get creative and have fun!

**The rules are simple:**

1. Each department can make **one** candle from scratch using individual ingredients or using a candle making kit.
2. Your candles should be no more than 18" tall and no more than 12"x12" in width and depth.
3. Your ingredients can include anything from fruits, vegetables, spices, scents, plants, oils, different colors and whatever else you can think of! Battery operated candles or electric lights can be incorporated.
4. Your candles will be judged on your department's creativity and incorporating the theme, "Let Your Light Shine."
5. For the chance to win, include your department name somewhere on the creation or place your department name on the underside of your creation.
6. Please get your candles to **Cindy McKeon in the Lab by 5 pm on Dec. 3**. Candles will be displayed outside the Bothwell Cafe for voting and showcasing Dec. 6-10.

Voting begins at **noon on Dec. 6 and ends at 5 pm on Dec. 10**.

Two winners will be announced:

- People's Choice Award
- Holiday Committee Choice Award

Winners receive special treats for the departments and bragging rights for a year. Winners will be announced on Dec. 20 after the votes are tallied.

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





## OZARK COFFEE NOW SERVING IN LOBBY

- Hours are 8 am – 3:30 pm, Monday – Friday
- Forms of payment include cash, credit card, Apple Pay, Samsung Pay, etc. Ozark Coffee gift cards are available for purchase and can be used
- If you wish to use payroll deduction, pay in the Bothwell Café, then take receipt to the lobby coffee bar
- Using electronic forms of payment earns points toward a free coffee drink

**Ozark Coffee will continue to offer delivery within the hospital campus.**

- Delivery hours are 10 am – 2 pm, Monday – Friday
- Call ext. 6699 to place your order
- Electronic forms of payment will be accepted

**Clinic Employees** — Ozark Coffee doesn't currently offer delivery outside the hospital campus; however, ordering ahead for curbside pickup at the Ohio location is available through the Odeko app.

*If waiting for your food or drink, please leave the lobby chairs for patients.  
Ozark Coffee is working on getting chairs for customers.*

  
**Bothwell**<sup>TM</sup>  
Regional Health Center



## FROM THE BOTHWELL{NESS} COMMITTEE

### National Diabetes Month

## BOTHWELLNESS

November is National Diabetes Month, a time when communities across the country team up to bring attention to diabetes. This year's focus is on prediabetes and preventing diabetes.

Prediabetes is a serious health condition where your blood sugar levels are higher than normal, but not high enough yet to be diagnosed as type 2 diabetes. According to the CDC, more than 1 in 3 U.S. adults have prediabetes—that's 88 million people—but the majority of people don't know they have it.

The good news is that by making small healthy lifestyle changes, it is possible to prevent type 2 diabetes and even reverse your prediabetes.

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**Here are some tips to help manage prediabetes and prevent diabetes.**

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**01** 

### Take small steps.

Making changes to your lifestyle and daily habits can be hard, but you don't have to change everything at once. It is okay to start small. Remember that setbacks are normal and do not mean you have failed—the key is to get back on track as soon as you can.

**02** 

### Move more.

Limit time spent sitting and try to get at least 30 minutes of physical activity, five days a week. Start slowly by breaking it up throughout the day.

**03** 

### Choose healthier foods and drinks most of the time.

Pick foods that are high in fiber and low in fat and sugar. Build a plate that includes a balance of vegetables, protein, and carbohydrates. Drink water instead of sweetened drinks.

**04** 

### Lose weight, track it, and keep it off.

You may be able to prevent or delay diabetes by losing 5 to 7 percent of your starting weight.

**05** 

### Seek support.

It is possible to reverse prediabetes. Making a plan, tracking your progress and getting support from your health care professional and loved ones can help you make the necessary lifestyle changes.

**06** 

### Stay up to date on vaccinations.

The Covid-19 (booster shot, if eligible) and flu vaccines are especially important for people who may be more likely to get very sick from Covid-19 or the flu, such as people with diabetes.



## PATIENT SAFE HANDLING INITIATIVE

### Falls in the Amputee Population

Patients with limb loss have an increased risk of falling when compared to the general population, and falls are associated with decreased confidence with balance and social participation. This patient population is at a high fall risk due to the change in the center of mass. Patients, especially if cognitive deficits are present, often out of habit forget they are missing a limb and try to get up as they normally would, which creates a significant fall risk.

Patient recoveries following an amputation of the lower extremity typically progress in stages from immediate post-operative stage where the limb is immobilized to the next phase where the immobilizer is removed. Once the immobilizer is removed the intermediate stage can begin when the incision is healing and weight bearing/ambulation activities may begin, per physician direction. The patient will then progress into the advanced stage for agility and endurance training prior to returning to independence with daily activities.

Hospital staff play a vital role in assisting the amputee through these stages. Following surgery the physician should direct staff on weight bearing and other restrictive practices. Staff should help the patient in understanding these limitations and providing appropriate assistive devices. The physician should place an order for an orthotic-prosthetic consult if needed shortly after surgery. Nursing staff will contact the preferred vendor to come and assess/measure the patient for the appropriate device. Therapy should be involved soon to help in initiating pre-prosthetic training, sitting balance, standing balance, gait training and home exercise program.



## NEW EMPLOYEES

### October

**Erika Bom**  
*Housekeeping*

**Tiffany Buxton**  
*Accounting*

**Makaio Cook**  
*Dietary*

**Taylor Ditzfeld**  
*Patient Financial Services*

**Caetie Forste**  
*Centralized Scheduling*

**Geoffrey Hansen**  
*Security*

**Michele Hotsenpiller**  
*Bothwell Family Health*

**Erin Johnson**  
*Radiation Oncology*

**Cynthia Logan**  
*2 Southwest*

**Leisha Nakagawa**  
*Bothwell Foundation*

**Rebecca Newby**  
*Pathology*

**Amy Parker**  
*Housekeeping*

**Nena Phillips**  
*Surgery*

**Chelsea Schroeder**  
*Ultrasound*

**Taylor Siron**  
*Nursing Administration*

**Jessica Smethers**  
*Pharmacy*

**Diann Steele**  
*Clinic Billing*

**Riley Strutton**  
*Dietary*

**Lisa Walker**  
*Housekeeping*

**Stephanie Walker**  
*Dietary*

**Rachel Williams**  
*Bothwell Orthopedics  
& Sports Medicine*

# KEY AWARDS

## MEDICAL NEWS

### Rare Case Diagnosed at Bothwell

A rare disease in a patient was recently diagnosed at Bothwell by Drs. Dan Woolery and Matt Triplett with the help of Bothwell Lab staff that identified the organism.

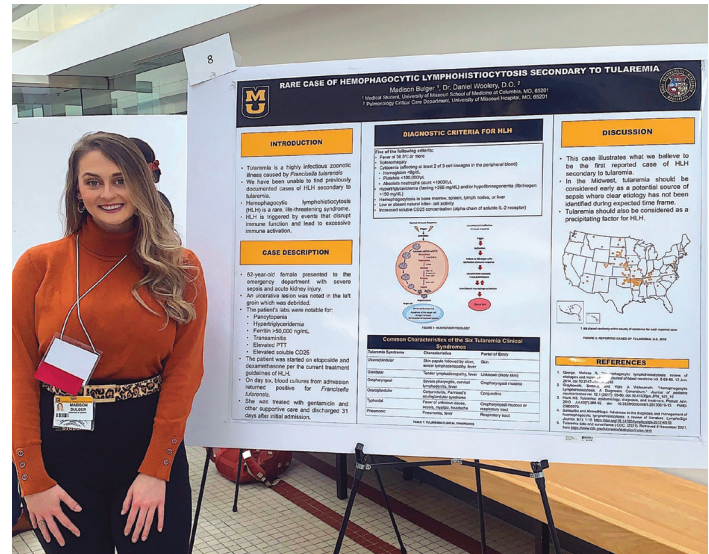
According to Dr. Phil Fracica, chief medical officer, the diagnosis was hemophagocytic lymphohistiocytosis (HLH) secondary to tularemia, which is an immune blood disorder that can be triggered by infection. It's believed to be the first reported case of HLH secondary to tularemia as research has been unable to find any previously documented cases.

Tularemia is caused by the bacteria *Francisella tularensis* and is classified as a zoonosis, which is a disease that usually occurs in animals but can also cause illness in humans. Human tularemia typically occurs due to a tick bite from a tick that has previously fed from an infected animal or when a person handles the carcass of an infected animal or ingests contaminated food or water. Human to human spread is not known to occur.

Unfortunately, one of the greatest risks with tularemia infection occurs in the medical laboratory setting. This sort of testing is critical for establishing the diagnosis but the lab culture samples are highly infectious. In fact, when the Hospital Lab confirmed the diagnosis and did the required reporting to the Missouri State Lab, Bothwell was notified that the patient needed to be transferred to another facility because federal regulations require that all lab samples from tularemia patients must be handled in a secure certified Biosafety Level 3 designated facility. Other microbes that require Level 3 precautions include anthrax and plague. The closest Level 3 facility is at the University of Missouri, Columbia where the patient was transferred and the diagnosis was confirmed.

Sonja Sapp  
Jennifer Hutcheson  
Connie Roll  
Risa Gillaspie  
Sherri Hopkins  
Grace Thompson  
Kaylene Wheeler

Muffy Pots  
Natalie Sims  
Donna Cline  
Sarah Cordes  
Gia Kuhns  
Melissa Dillon



Madison Bulger, third-year medical student at University of Missouri-Columbia who is spending a year at Bothwell, presented the case during a recent MU medical student presentation. Bulger also plans to submit the case to relevant medical publications.

Hemophagocytic lymphohistiocytosis (HLH) is a rare condition in which the immune system becomes overactive and causes severe inflammation and illness. It can be triggered by an infection but then the inflammation can continue causing severe disease without specialized treatment. Human tularemia is a rare infection and is also quite rare. HLH triggered by tularemia is so rare that it has never been previously reported in any medical or scientific publications.

Fortunately, the patient recovered after a prolonged hospital stay. It is likely that the rapid diagnosis and initiation of specialized treatment at Bothwell was an important factor in the positive outcome.

## UNITED WAY REMINDERS

### Pledge Cards and Raffle — Dec. 1 is Last Day!

Please turn in your completed pledge card to your director by **Dec. 1**. If you choose not to donate to United Way, you don't need to turn in a pledge card.

Try your luck on our many different raffle baskets! Dec. 1 is the last day to purchase tickets from the table in front of the Bothwell Café or in Human Resources.

See basket details on the IntraWeb.

- Tickets are \$1 for 1 ticket, \$5 for 6 tickets, \$10 for 15 tickets or \$20 for 50 tickets. Cash or check only.
- Forms are also available online to submit if you are unable to make it to the hospital or Human Resources

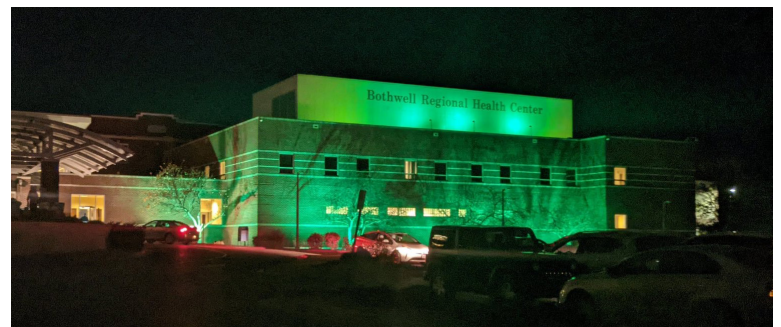
## LIVE UNITED



**Pettis County**

## SHINING A GREEN LIGHT ON NATIONAL INJURY PREVENTION DAY #BeInjuryFree

On the evening of Nov. 18, Bothwell was lit up green in recognition of National Injury Prevention Day. Injury is the leading cause of death of people through 44 years of age, and every day, 20 children die from preventable injuries, resulting in more deaths than all other diseases combined.





## FOUNDATION NEWS AED Presentation

The 2020 and 2021 Wear Red for Women luncheon and auction raised funds to continue the goal of having automated external defibrillators (AEDs) in every place people work, learn, play or pray in Sedalia and Pettis County. The 2020 event raised enough funds to purchase 19 AEDs and last year's event raised enough to purchase 12 devices. Foundation officials and Wear Red for Women Committee members presented an AED to the Center for Human Services, Ewing Vocational Center last December.



*Center for Human Services, Ewing Vocational Center*

## MEMORIALS AND DONATIONS

**In Memory of Dr. Alan Allmon**  
Nursing Leadership

**In memory of James Edgar Finley**  
Stafford Swearingen



## SAVE THE DATE FOR WEAR RED

The Bothwell Foundation will host its annual Wear Red for Women luncheon and auction on Feb. 25, 2022. Keep an eye out for more details.





**DISCOUNTS**  
**REFRESHMENTS**  
**HOLIDAY GIFT SHOPPING**

**MOONLIGHT MADNESS SALE**

**DEC. 2**  
**6-11 PM**  
**GIFT SHOP**



**SUNRISE SALE**

**DEC. 6**  
**6-9 AM**  
**GIFT SHOP**



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

## AUXILIARY NEWS

### Need Holiday Gifts? Check out the Gift Shop!

The Bothwell Gift Shop is stocked and ready to help you with your holiday shopping. Take a look at some of their goodies! Hours are 9 am–5 pm Monday through Saturday and 1–5 pm Sunday.



## AUXILIARY NEWS

### Volunteers of the Year

Congratulations to Karen Suroff and Dorothy Poort!



Karen Suroff



Dorothy Poort



## DECEMBER BIRTHDAYS



Tamara Johnson..... 1	Sandi Bowlby..... 12	Rockie Werneke ..... 24
Jody Teague ..... 1	Chris Lloyd-Knipp..... 11	Dee Dee Gilmore..... 25
Krystal Nicholson ..... 2	Kenzie Tichenor..... 13	Robin Bland ..... 25
Lori Garrett ..... 3	Cindy Gail..... 14	Maddy Montgomery-Collins .... 25
Kristin Cloe ..... 3	Patti Meek ..... 14	Trish Deghelder ..... 26
Mandy Moore..... 3	Ashley O'Bannon..... 14	Christina Peritz ..... 26
Christa Albin ..... 4	Emily Bivins ..... 15	Joan Kelley ..... 27
Kelsey Allen ..... 4	Lisa Irwin ..... 16	Dr. Matt Roehrs ..... 27
Tom Florez ..... 5	Jamie Poppinga ..... 16	Dannette Butler ..... 27
Shannon Jeffries ..... 6	Courtney Stark..... 16	Becca Gilstad ..... 27
Sharon Sawford..... 7	Karen Shelby ..... 17	Chelsea Zink ..... 27
Christina Zimmerman..... 7	Lily Plotnic ..... 17	Judy Davis ..... 28
Naomi Dalton ..... 7	Dakota Arnold..... 17	Sarah Price..... 28
Cassidy Polley..... 8	Leslie Stevenson..... 18	Bo Jones ..... 28
Cozetta Chalfant..... 9	Melissa Lothamer ..... 19	Timothy Jackson ..... 29
Tricia Parker..... 9	Teri Schilb ..... 20	Melissa Knipp-Hall ..... 30
Rene Boland ..... 9	Crystal Luke ..... 20	Jannette Dunkel ..... 30
Whitney Benscoter ..... 9	Justin McCarthy..... 20	
Lance Dorrel ..... 9	Carlos Alegarbes, Jr..... 22	
Heather Ross ..... 10	Jennie Lees..... 23	
Tony Labuary..... 10	Lori Hazell..... 23	
Mike Lemler ..... 10	Katy Kuschel ..... 23	
Rick Langdon..... 11	Wendy Fairfax ..... 24	
Jennifer Johnston ..... 11	Tara Przybylski..... 24	