

# MICROSCOPE



## INNOVATING FOR PATIENT CARE IN OUR NEW HYBRID OR

State-of-the-art facility is home to NC's only ARTIS pheno imaging device

In April, WakeMed Raleigh Campus officially opened the state-of-the-art Hybrid OR – bringing together the best in radiology and cardiac intervention programs for a broad range of surgical procedures. The first Hybrid OR cases were performed on April 27 by **Ellen Dillavou, MD**, medical director, Vascular Surgery. The cases were successful, with great cooperation from the staff in the OR, Invasive Cardiology, supply chain/purchasing, interventional radiology, administration as well as the Siemens staff.

The Hybrid OR features an incredibly advanced imaging device, the Siemens Healthineers ARTIS pheno. WakeMed is pioneering the use of this technology as the first hospital in the state to install the device. The ARTIS pheno equipment features a robotic C-arm that seamlessly integrates into the multi-tilt surgical table. Its advanced

guidance tools and 3D assessments offer physicians added accuracy, precision and visualization during minimally invasive surgical procedures and complex surgery cases. Bringing the highest image quality at the lowest possible radiation doses, the ARTIS pheno offers faster scan times, better accuracy and visualization for physicians, and most importantly, better outcomes for patients.

“The WakeMed Hybrid OR is one of the most technologically sophisticated in the country, and definitely is the most sophisticated cardiovascular imaging system in the area. With this room we are able to perform more advanced procedures and serve patients better than ever before,” commented Dr. Dillavou. “In addition, this OR will continue to build the relationships between cardiology and vascular surgery and the rest of the WakeMed system as we will have better abilities to interface with trauma, oncology,

interventional radiology and orthopaedics as we care for complex patients together with the best tools.”

The optimal integration of the ARTIS pheno into the Hybrid OR not only makes procedures safer and technology easier – it also increases patient satisfaction and positions WakeMed as a leader in patient care. The Hybrid OR is part of WakeMed’s Value Partnership with Siemens Healthineers which allows us to innovate care delivery through robotics, state-of-the-art imaging technology, artificial intelligence, performance improvement initiatives and workforce training.

Above: On Wednesday, April 13, members of the WakeMed team joined our colleagues from Siemens Healthineers to celebrate a ribbon cutting in the new Hybrid OR at Raleigh Campus.



## WakeMed Named One of America’s Best Employers for Diversity

WakeMed is one of the country’s best employers for diversity, according to a new ranking by *Forbes* magazine. The list includes 500 companies nationwide and identifies the best employers that are dedicated to diversity, equity and inclusion - as determined by employee ratings on an independent survey. WakeMed ranked 26th in the nation among employers in the health care and social category.

“Our WakeMed family is 10,000-people strong – and each person plays an important role in supporting our mission to the community. The many backgrounds, beliefs and experiences represented by our team are among the things that make WakeMed such a special place to work,” commented **Jeronica Goodwin**, senior vice president & Chief People Officer. “As an organization, we are committed to ensuring that each employee, patient and visitor feels valued and respected for who they are.”

WakeMed’s dedication to providing an inclusive work and patient care environment centers around ensuring each person’s experiences are valued while respecting and celebrating our differences. These efforts include an active Diversity & Inclusion Council, honoring members of the armed forces, celebrating Diversity & Inclusion Awareness month, providing services for multiple faith traditions, participating in community events and ongoing educational opportunities, including the Courageous Conversations video series.

To create the ranking, *Forbes* partnered with Statista to survey 60,000 Americans working at businesses with over 1,000 employees. The respondents rated their organization on a variety of factors, including age, gender, ethnicity, disability and sexual orientation equality, as well as general diversity. Kudos to everyone who helps make WakeMed such an exceptional place to work and care for others.



**The Latest from LEAPFROG Straight A's – Again!**

**THE LEAPFROG GROUP**

Raleigh Campus, Cary Hospital and North Hospital once again received A's on the latest Hospital Safety Grades, which were released by The Leapfrog Group in May. Only 33% of hospitals nationwide received A's in this round of scores.

The Leapfrog Group is a national nonprofit organization that works to initiate improvements in the safety, quality and affordability of health care for all citizens by promoting transparency and value-based hospital incentives. The group has several programs in place to recognize hospitals that excel in areas of patient safety and quality.

“This is a great accomplishment – and one that all members of our WakeMed team should be incredibly proud of! We have been making great improvements in many areas related to quality, safety and service – and these repeat A's reflect our commitment to providing the best, safest, highest-quality care for our patients,” commented **Karen Chilton, MD**, Associate Quality Officer. “I look forward to working with our clinical and support teams as we keep building on this momentum and working toward even better outcomes for our patients.”

The Hospital Safety Grades are published twice a year based on information reported from government agencies and other sources. This program focuses exclusively on safety (accidents, injuries and errors). All three WakeMed hospitals received A grades in November 2021, and Cary Hospital was named a Leapfrog Top Hospital in December 2021.



**HAPPY**  
EMPLOYEE  
APPRECIATION  
MONTH!



## WakeMed Named Among Nation's Best Maternity Hospitals for 2022



Raleigh Campus, Cary Hospital and North Hospital received recognition as being among the best maternity hospitals in the U.S., according to a national ranking by *Newsweek*, based on

data from Statista. The distinction recognizes WakeMed as a proven leader in providing the highest level of quality care for expectant mothers and their babies.

In total, 350 hospitals were ranked in the list and WakeMed's facilities were among the 161 that earned Five Ribbons – the highest level of recognition. To earn Five Ribbons, hospitals had to achieve key performance indicator scores greater than 83%, reputation scores greater than 65% and patient scores greater than 70%. North Hospital was included in Raleigh Campus' tabulations because the two facilities operate under the same CMS license.

*Newsweek's* 2022 list of Best Maternity Hospitals spotlights facilities that have excelled in providing care to mothers, newborns and their families and have fully met Statista's standards for maternity care on evidence-based, nationally standardized metrics. We are proud to be included among this group of outstanding health care facilities, as this recognition reflects our commitment to achieving healthy outcomes for both mother and baby.

## Meet the Patient & Family Advisory Council

In an effort to engage past patients and their loved ones, and to ensure we are keeping those we serve at the center of all we do, WakeMed has established a Patient and Family Advisory Council. The system-wide council is designed bring the perspectives of patients and families directly into the planning, delivery and evaluation of care.



collaborative partnership among patients, families, leadership and staff. My hope is we will help support the delivery of quality health care and creating a positive experience for patients and their families.”

Turner, a long-time WakeMed Volunteer, patient and patient family member, agrees, adding, “Council members’ perspectives may be different from that of staff – and can be a rich source of information for improvement and support positive changes. By building strong relationships between staff and PFAC members, we hope to advance outstanding and compassionate patient- and family-centered care in alignment with WakeMed’s mission, vision and Aspirational Goals.”

As the Council begins their work, they are actively looking for projects where they can provide input and feedback. “The Council is eager to get involved and share their unique perspectives to help WakeMed be the best health care organization we can be,” commented Magelli McKeown. “We are grateful to all the Council members for contributing their time and energy in supporting our work and, ultimately, creating a better experience for everyone we serve.”

Have a project that the PFAC could weigh in on? Submit your ideas and opportunities to the Patient & Family Advisory Council using the form on MyWakeMed.



Do you ride a bike? If so, then we invite you to help us build a cycling community here at WakeMed. The WakeMed Cycling Club officially got rolling in May 2022 and is open to anyone who rides – whether it is on a stationary bike, mountain bike or road bike. Here are a few things the Cycling Club will offer this year:

- ▶ Monthly group rides (all skill levels welcome) around the Triangle.
- ▶ Fun and friendly competition using the free Strava platform to track your miles. Strava can sync with other platforms like Peloton, Zwift, Wahoo System, Garmin, etc.
- ▶ Opportunities to learn about local cycling resources, bike maintenance and repair tips – and meet great coworkers who share a common interest.
- ▶ Don't forget the swag! Participants can earn socks, water bottles, caps, etc. We'll even have special jerseys and bib shorts members can order.

Another way to get involved is to join the WakeMed Peloton group – the WakeMedBooCrew. The group was created by **Jennifer Lee**, service line executive director within WakeMed Physician Practices, who explains: “The BooCrew is all about creating accountability, a fun atmosphere, friendly competition while encouraging people of all athletic abilities to get active,” explains Lee. If you ride a Peloton, search for #WMBBooCrew to get involved!

“The cycling club was formed to encourage community and engagement among our staff and volunteers and promote education about the benefits of cycling and fitness,” says **Jeronica Goodwin**, SVP, Human Resources and Chief People Officer. “I hope that employees will find a new passion for exercise through cycling – which offers so many mental and physical benefits.”

We hope you'll join our WakeMed cycling community. Watch for information about group rides and other events in WakeMed Weekly. For more information contact Bob Nelson at [bonelson@wakemed.org](mailto:bonelson@wakemed.org) or 919-350-6903.

Exceptional People.  
Exceptional Care.

## Cary Hospital Bariatric Surgery Program Earns Re-Accreditation

WakeMed Cary Hospital's bariatric surgery program recently received re-accreditation as a



Comprehensive Center by the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP®), a joint Quality Program of the American College of Surgeons (ACS) and the American Society for Metabolic and Bariatric Surgery (ASMBS). MBSAQIP-accredited

centers offer preoperative and postoperative care, provided by a multidisciplinary care team, designed specifically for obese patients with the goal of improving patient outcomes and long-term success.

To earn MBSAQIP accreditation, Cary Hospital met essential criteria for staffing, training, facility infrastructure and patient care pathways, ensuring its ability to support patients with obesity. The program also participates in a national data registry that yields semiannual reports on the quality of its surgical outcomes and identifying opportunities for quality improvement.

## Heart & Vascular First – New Device Enhances Recovery & Outcomes

On March 16, WakeMed Heart & Vascular surgeon **Bryon Boulton**, MD, placed WakeMed's first *Impella 5.5* with Smart Assist device in a critically-ill patient whose heart needed additional support in order to undergo a major open heart surgery (coronary arterial bypass graft/CABG). Unlike previous Impella models, this revolutionary device is implanted through a vessel in the chest, allowing patients to get up and walk immediately



after surgery – which has been tied to better outcomes, shorter hospital stays and faster recovery. Clinical trial data also shows the Impella 5.5 improves survival rates and helps more patients restore their native heart function after surgery.

“Our team has partnered closely with Impella to facilitate the use of this new device and I'm incredibly proud of their efforts,” explains manager **Tonya Kurtz**, MSN, RN (CTICU). “Their enthusiasm and dedication to advancing the care we provide is evident – and we're excited to see some of our highest risk heart surgery patients recover more quickly than ever.”

The Council currently includes 9 current and past WakeMed patients and family members and more will be added over time. The group will provide input and assist in reviewing plans and processes to improve delivery of services and heighten the patient and family experience. The Council will also provide patient/family input to other committees and teams, upon request.

The PFAC is led by chair Amy Krieger and consultant/council-member **Beth Turner**. **Chris DeRienzo**, MD, SVP, Quality & Chief Medical Officer, and **Michelle Schweitzer**, NP, executive director (Advanced Practice Provider Program) are senior sponsors, with additional support from **Mallory Magelli McKeown**, manager, (Patient Navigation) and **Heather Monackey**, executive director, (Patient Access & Engagement), among others.

“As a WakeMed Volunteer and patient, my experiences here were always amazing. I also helped care for my mother as she fought and finally lost her battle with lung cancer, so I was able to be an advocate for her during her health care journey,” shared Krieger. “Those of us involved in the PFAC are passionate about creating a



## 24,000 Tests Later, WakeMed Testing Centers Close

With COVID-19 rates across our community down significantly, and with recent changes to our pre-procedure testing requirements, on April 14, the final WakeMed COVID-19 Testing Center (located at Raleigh Campus) closed.

Throughout the pandemic, WakeMed operated three different testing locations – in Raleigh, Cary and Clayton – which collectively performed over 24,000 tests!

- 2,277 tests performed at the Clayton testing location between October 2020 and May 2021.
- 7,176 tests performed at the Cary testing location between October 2020 and April 2021.
- 14,850 tests performed at the Raleigh testing location between December 2020 and April 2022.

The highest volume day was at Raleigh Campus on January 17, 2022, with 39 pre-procedural tests and 102 employees for a grand total of 141 tests.

“These sites provided convenient, timely tests for thousands of pre-procedural patients and employees over the past two years. This service could not have been made available without the commitment of dozens of employees who staffed the centers day in and day out and the leadership of Senior Vice President **Carolyn Knaup**, Cary Hospital Chief Medical Officer Dr. **Doug Trocinski** and **Amy Short**, director of Emergency Services at Cary Hospital,” commented **Vicki Whitley**, RN, executive director, Ambulatory Services.

Thank you to everyone who was involved in these sites, which offered a tremendous service to our patients and community during some of the most challenging periods of the pandemic.



## WOW, WHAT AN EMPLOYEE!

**Kate Morgan**, NP, (Heart & Vascular) received the 2022 Acute Care Preceptor Award from Duke University School of Nursing.

**Melanie Johnson**, BSN, RN, (Wound Ostomy Nursing) and **Justin Nalley** (Clinical Research) shared their proposals and gave presentations on Predictive Factors for Progression vs. Healing of Hospital Acquired Deep Tissue Injuries and Physical Activity Vital Sign (PAVS) at the Nursing Research and Evidence-Based Practice (EBP) Council’s Think Tank in April.

**Taylor Bouldin**, BSN, RN, and **Sara Ware**, BSN, RN, (both of Labor & Delivery – Raleigh Campus) obtained their Inpatient Obstetrics Nursing Certifications.

**Alan Ford** (Corporate Integrity & Audit Services) received certifications in Information Privacy Professional/United States (CIPP/US) and OneTrust Certified Privacy Professional.

**Shannon Godwin** (Respiratory Care Services) was promoted to supervisor.

Quality Analytics congratulates **Amber Sharpe**, BSN, RN, on her new role as quality documentation specialist for Sepsis and **Donna Tyndall**, BSN, RN, (Quality Analytics) on her promotion to quality performance analyst.

**Deborah Cearnel** (Birth & Family Education) was promoted to supervisor.

**Melanie Hoyt** and **Korinne Frock** (both of Hospital Coding) have been promoted to Inpatient III Coders.

## COMINGS & GOINGS

1A Clinical Evaluation Area welcomes **Sherry Johnson**, RN; **Krystal Garcia**, RN; **Elliott Thompson**, RN, and **Hayley Curtis**.

Mother-Baby – Raleigh Campus welcomes **Emilie Thorne**, BSN, RN.

6A CVIC welcomes **Lysette Katuamuena** and **Anne Muthoni**.

Case Management – Cary Hospital welcomes **Tameka Brooks** and **Mary Triplett**.

Corporate Integrity & Audit Services would like to welcome **Ashley Battle**.

Guest Services – Raleigh Campus welcomes **Freda Tursam**.

Hospital Coding welcomes **Stacy Moore** and **Zenea Hunt**.

NICU welcomes **Kayla Hanna**, BSN, RN; **Gina Sheridan**, BSN, RN; **Allyson Seitz**, BSN, RN; **Katie Latham**, BSN, RN; **Grace Whitley**, BSN, RN; **Sharon Thomas**, BSN, RN; **Kate Almanzor**, MSN, RN; **Shanell Chance**, BSN, RN; and **Courtney Towe**, BSN, RN.

Pathology Transfusion Services welcomes **Linda Worley**, **David O’Neal**, **Kristina Ragler**, **Shari Rotstein** and **Pandora Brown**.

Patient Education welcomes **Emily Haupt**, RN, to their team.

Patient Relations welcomes **Amy Ray**.

Talent Acquisition welcomes **Jerome Peele** to their team.

## ADDITIONS + ATTACHMENTS

**Paige Luck**, PA, (MyCare 365) welcomed a son, Walker Allen Luck, on March 30.

## IN MEMORIAM

**Aaron Deal**, PharmD, (Outpatient/Employee Pharmacy) an integral part of the WakeMed Pharmacy team for over three years, passed away on January 22. Aaron will always be remembered for his can-do mentality and relentless dedication in support of his team. Our thoughts are with his family and loved ones during this time.

- Patient documentation should be managed through Epic, including scanning of any paper forms.
- Electronic records are considered the same as a paper copy for retention purposes. So, scan documents into Epic, upload departmental files to SharePoint and shred the paper!

Changes may be coming to record retention requirements for North Carolina hospitals this summer — stay tuned for details!

The Good to Great Committee is working to keep costs low and help our budget! If you have questions about what records to keep and what can be destroyed, contact Sarah Hoffman (shoffman@wakemed.org) or Anne Bryan (abryan@wakemed.org).



## Bringing Next Level Care to Heart Surgery Patients

Recovering from cardiac surgery is often challenging for patients. With a goal of improving quality of care and optimizing outcomes, a team from WakeMed Heart & Vascular looked at the early peri-operative period in a patient's care plan. This review included ERAS (enhanced recovery after surgery) pathways, pain control, early extubation and ambulation, blood glucose levels, antimicrobial stewardship, and standardization of surgical techniques. In addition, the team thought strong support once the patient goes home could be a factor in the patient's recovery.

Most cardiac surgery programs, including ours, discharge patients around six days post-op, and ask them to follow up with the surgeons' team in three to four weeks – without much support in between.

WakeMed's heart surgery care team recognized the 14-days post-discharge held an opportunity to improve quality of care and outcomes. They developed the Tele Heart Care program, which supports several additional post-discharge touchpoints, either by phone or (preferably) video visits, with the Tele Heart Care advanced practice provider.

“The window of 14-days post discharge is often a period of ‘hope.’ We hope that our patients are doing what we ask of them and we hope they will let us know of any

complications,” said **Judson Williams**, MD, executive medical director, WakeMed Heart & Vascular. “We certainly could make a difference with a more proactive approach with the goal of optimizing our patients' recovery outcomes and help prevent or decrease readmissions, infections, as well as improve quality and clarity of post-op discharge plans. This way we know our patients are doing well.”

During a Duke Endowment-sponsored trial period, the team put the plan in action, achieving an almost 40% reduction in readmissions and maintaining a zero deep-sternal wound infection rate. All while navigating through the pandemic!

Following the trial period, with data and ideas gathered, the team spent several months implementing the best practices learned. **Christina Bull**, NP, (WakeMed Heart & Vascular) has joined the team to work with heart surgery patients on their discharge day and through virtual visit follow ups. The team plans to launch Tele Heart Care for all heart surgery patients in mid-June.

Above: The Tele Heart Care development team includes representatives from Cardiovascular & Thoracic Surgery, Advanced Practice Providers, cardiovascular educators and nursing staff, transitional care and Heart & Vascular leadership.

On April 22 – Earth Day – we hosted The Big Shred at Raleigh Campus. Staff from across the hospital cleaned out desks, nursing stations and file cabinets and securely shredded items that were no longer needed.

In total, over 4,000 pounds of documents were shredded and will be recycled. The event was also an opportunity to learn about medical record retention requirements, privacy regulations and information security.

WakeMed Rehab brought the most documents – over 1,000 pounds! – and the Emergency Department was the runner up with over 800 pounds. Thanks to everyone who came out to help us reduce our reliance on paper record keeping!

### Record Retention Quick Facts

It's very important to keep records for the required amount of time – but not longer than necessary. Keeping records longer than required leads to high costs for WakeMed and possible issues with record retention policy adherence.

### Did You Know?

- WakeMed spends almost \$500,000 each year to store paper records appropriately.
- WakeMed has a detailed policy to help you know exactly how long each type of record must be kept. Search “Record Retention Schedule” in PolicyTech.



## THE BIG SHRED A BIG SUCCESS!



In April, WakeMed celebrated Diversity & Inclusion Awareness Month. This year's educational presentation focused on how we can support transgender, nonbinary, and gender non-conforming patients, families, and employees to ensure an inclusive experience for all. Thank you to Angel Collie from the Duke Center for Sexual and Gender Diversity for sharing with us.

Hundreds of employees enjoyed spring weather and diverse lunch options at the annual Raleigh Campus Food & Culture Fair, held on April 28. The event included a number of food trucks and booths hosted by the WakeMed Diversity & Inclusion Council, WakeMed Spiritual Care, Wake Early College of Health & Sciences World Cultures Club and the LGBT Center of Raleigh.



As part of our Chasing Zero focus for this year, members of the CLABSI Task Force hosted an education & information table at Raleigh Campus in April. Staff had an opportunity to play games and win prizes while learning more about CLABSI-prevention best practices. In the first half of Fiscal Year 2022, there were 19 CMS-reportable CLABSIs at WakeMed. This translates to a standard infection ratio (SIR) of 1.43, which is above our goal of SIR = 1. With continued focus on CLABSI care, we can certainly bring that number down in the next few months!



For the first time since 2019, we held our annual WakeMed Volunteer Appreciation Luncheon on Thursday, April 7, at Raleigh Marriott Crabtree Valley. This luncheon was a time for us to provide gratitude and show our appreciation to each WakeMed Volunteer for all their special contributions to our mission and community, especially over the last two years. Thank you to each guest speaker and attendees for shining the light on Volunteer Services.



In celebration of Medical Laboratory Professionals Week in April, Lab staff from across the WakeMed system collected and donated some amazing and much needed items to be distributed to our pediatric patients over the Easter holiday weekend. Thank you, Lab team, for your generosity and for thinking of our patients during your special week!



In March, Nursing Leadership recognized **Terrie Gottschall, RN**, (3C Rehab Nursing) for her work leading the System-wide Clinical Nurse Council for two years through the pandemic. She will rotate out of this position in the fall. Thank you for your leadership and support, Terrie!





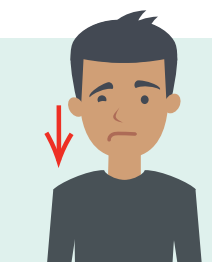
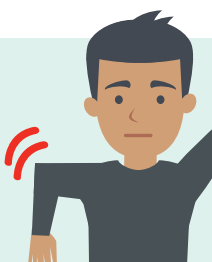

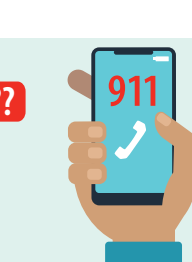
Earlier this year, the Rehab Case Management Department received a WakeMed Wellness Grant made possible by the WakeMed Foundation. The grant has been used to fund a number of activities focused on wellness and well-being – everything from Zumba and disc golf to creating a virtual wellness board to encourage, motivate and celebrate staff. These grants give WakeMed leaders the flexibility to get creative and develop unique programs to keep our awesome staff well-cared for, happy and engaged.

**MAY IS STROKE MONTH**

**BE FAST** to stop stroke

In the event of a stroke, getting medical attention right away can minimize the long-term effects and reduce the risk of death.

That's why it's so important to be aware of the signs and symptoms – and if you or a loved one experience any of these symptoms, act quickly.

					
<b>BALANCE</b>	<b>EYES</b>	<b>FACE</b>	<b>ARMS</b>	<b>SPEECH</b>	<b>TIME</b>
Is the person losing his/her coordination or balance? Is he/she having trouble walking?	Is the person having trouble seeing out of one or both eyes?	Ask the person to smile. Does one side of the face droop?	Ask the person to raise both arms. Does one arm drift down?	Ask the person to repeat a simple sentence. Are the words slurred? Can he/she repeat the sentence correctly?	If the person shows any of these symptoms, time is important. Call 911 and get to the hospital fast. Brain cells are dying.

## Reviewing Penicillin Allergies



An estimated 30 million Americans have a penicillin allergy documented in their medical record – and a large number of these allergies are considered to be incorrectly labeled.

Patients identified as having a penicillin allergy are often placed on alternative antibiotics, which can place them at risk for hospital-acquired infections, such as *C. diff*. In general, patients with penicillin allergies experience longer lengths of stay and poorer outcomes than those without. A new pilot program led by the WakeMed Allergy Assessment Team is working to improve patient care, reduce complications and improve care transitions by reviewing documented penicillin allergies and – if appropriate – conducting interventions to determine if it is safe to remove the allergy from their record.

“If patients can have inaccurately labeled penicillin allergies removed from their medical record, they can be placed on first-line therapies for infections. This program will help us identify these patients while they are here at the hospital and provide appropriate interventions and education that can lead to improved outcomes – both during this hospital stay and potentially well into the future,” commented **Jeannette Bouchard**, PharmD (Pharmacy).

The Allergy Assessment Team uses several strategies to assess and manage penicillin-allergic patients, including comprehensive interviews, chart reviews and chart updates regarding the severity of the drug allergy. Patients who meet qualification criteria may be given a penicillin skin test, a two-step process that includes an initial scratch test, and if negative, an intradermal test. Patients who test negative to both procedures may be safely de-labeled of their penicillin allergy.

### Request A Consult

As part of the pilot program, the Allergy Assessment Team is currently providing consults to inpatients at Raleigh Campus only, Monday through Friday, from 8 am to 3 pm. Providers can request a pharmacy consult to initiate the process.

With questions, please reach out to the Antimicrobial Stewardship Program at 919-630-3656 or via Rapid Connect at “Antimicrobial Stewardship Pharmacist ASP”.

## Enhanced Benefit: Increased Reimbursement for Tuition & Specialty Certifications

WakeMed is committed to supporting our team members as they pursue professional and personal development. We are pleased to share that effective May 1, 2022, reimbursement amounts for tuition and specialty certifications have increased:

Employee Status	Program Type	Reimbursement Amount	Enhanced Amount Effective 5/1/2022	Continued Employment Commitment
Full Time	Undergraduate	\$2,000	\$3,500	18 months
Part Time	Undergraduate	\$1,000	\$1,750	12 months
Full Time	Graduate	\$2,500	\$5,000	24 months
Part Time	Graduate	\$1,250	\$2,500	12 months
Full or Part Time	Specialty Certification	\$300	\$350	90 days

### Eligibility

To be eligible for tuition or specialty certification reimbursement, employees must:

- ▶ Be active benefits-eligible or leave-of-absence status.
- ▶ Have completed 12 months of employment (classes must begin after eligibility waiting period).
- ▶ Not have active disciplinary actions above Level 1.
- ▶ Have a last performance evaluation score of “Passing” (if initial evaluation) or at least a score of three (if annual evaluation).
- ▶ Be enrolled in coursework or voluntary certifications that meet acceptable criteria.
  - Accredited college coursework associated with the attainment of a degree (associate’s, bachelor’s, master’s or doctorate) directly related to the employee’s current position or related to another position in the organization.
  - Voluntary allied health/nursing specialty certifications that are not a minimum job requirement.
  - Formal training that leads immediately to an NAI or NAII certification.
  - Spanish courses not associated with a degree.

To learn more, please see the flier on MyWakeMed!



COMING

*soon*

## ANNUAL MANDATORY TRAINING

WakeMed’s annual mandatory package, WM-MAN, will be assigned to all employees via WakeMedU on Monday, June 1, and must be completed by June 30. Once again this year, WM-MAN will include the required Corporate Compliance training in one curriculum package. Management staff (manager & above) are required to complete an additional conflict of interest (COI) training module that includes a review of what constitutes COI and how to disclose the arrangement and attestation to WakeMed’s policy. As a reminder, to be eligible for any potential WakeShare payout this year, all required education must be completed by the original due date. Questions? Email wakemedu@wakemed.org.

## 2022 WORKPLACE ASSESSMENT AND ENGAGEMENT SURVEY

The annual Workplace Assessment & Engagement Survey is your opportunity to share your opinions about what makes WakeMed a great place to work – and where we can improve. Your participation is very much encouraged and appreciated. We are eager to hear feedback from our valued employees. Survey results are used to continually enhance the workplace and your experience at WakeMed. Look for details about the survey to be shared soon!



**Renee Hoyle-Thacker** (Pathology) was recently awarded a \$10,000 MICRO Grant from NC IDEA for a startup she co-created called LabRunner. LabRunner is an innovative technology platform that allows health care providers to track laboratory specimens via mobile app as they travel from the point of collection to the lab where they’ll be processed – helping busy labs keep track of time-sensitive specimens to ensure high-quality, timely processing.

WakeMed Innovations helped support Hoyle-Thacker and the innovation through problem validation, external connections and business development tools.

“I am absolutely thrilled to receive the NC IDEA MICRO Grant! This grant provides us with the resources needed to deploy LabRunner, our fully functional specimen tracking app, into Beta test sites. NC IDEA has brought us one step closer to our mission of eliminating patient sample loss,” said Hoyle-Thacker.

NC IDEA, a private foundation committed to supporting entrepreneurial ambition and economic empowerment in North Carolina, awarded a total of \$150,000 to fifteen NC startups in its eighth NC IDEA MICRO grant cycle. The goal of the grants is to fund young companies looking to validate and advance their idea.

## NEWS FROM WakeMed Physician Practices

### Welcome New Physician



**Kevin Trapani, MD**  
Hospital Medicine

### Welcome New Advanced Practice Providers

**Olatubson Aloba, NP**  
OB-GYN

**Anne Glass, NP**  
MyCare 365

**Oliver de Gravelle, NP**  
Neonatology

**Kristin Grimsley, NP**  
Cardiology

**James Jones, PA**  
Orthopaedics

**Lucy Phung, PA**  
MyCare 365

**Patricia De Tomas-Medina, PA**  
Orthopaedics



### We’ve Moved!

**WakeMed Pulmonology & Sleep Medicine** recently moved from the Heart Center to the Andrews Center.

**Pulmonology & Sleep Medicine**  
WakeMed Andrews Center  
3024 New Bern Avenue, Suite 102  
919-235-6450

# MICROSCOPE

Microscope is a monthly newsletter written by and for the employees of WakeMed. Our goal is to provide employees and friends of WakeMed with the most up-to-date news on all of the hospital system's activities. The Marketing & Communications department thanks all of the employees who contributed to this publication.

We welcome comments and suggestions on this publication and its content. Call (919) 350-8120, e-mail [microscope@wakemed.org](mailto:microscope@wakemed.org), or write Microscope, WakeMed Marketing & Communications, 3000 New Bern Avenue, Raleigh, NC 27610.

Kate Wilkes Editor  
WakeMed Employees, Photos

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## Movies by Moonlight Returns

Don't miss these family-friendly events this summer, from June through August, at Koka Booth Amphitheatre. For just \$5 (kids under 12 are free) patrons can bring a blanket or chair as the spacious lawn at Booth Amphitheatre is transformed into a giant outdoor movie theatre. A portion of the Movies by Moonlight proceeds will benefit WakeMed Children's.

Visit Koka Booth Amphitheatre at [www.boothamphitheatre.com](http://www.boothamphitheatre.com) for ticket information or scan this code.



WakeMed   
**MOVIES**  
by **MOONLIGHT**

**BUY ONE GET ONE FREE**

2022 Booth Amphitheatre  
Movie Night Admission  
GARY, NC \*

This coupon must be presented at time of purchase. Limit 1 coupon per person, per purchase. Cannot be combined with any other discount or promotion. Coupon expires 08-30-22. Gates open at 7 pm; movies start at dusk; picnics welcome.

For a list of movie titles, dates and ratings, visit [boothamphitheatre.com](http://boothamphitheatre.com).

## UPCOMING MOVIES BY MOONLIGHT



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WakeMed & WakeMed Children's



WakeMed App

Want to learn more about what's happening at WakeMed? Follow us on social media or download the WakeMed App!



WakeMed   
**Farmers Market**



**Tuesdays**  
Through September  
10 am to 2 pm  
Raleigh Campus Courtyard

## CALENDAR OF EVENTS

### Southern Comfort Linens Sale June 3-19

Shop the Southern Comfort Linens Sale online beginning Friday, June 3, through Sunday, June 19. Free shipping is available on all orders and a percentage of sales will be donated to the Volunteers to support programs and services at WakeMed. For more information, please visit [MyWakeMed](http://MyWakeMed).

Payroll deductions will be available only for WakeMed employees already enrolled in PRD with a \$1,000 spending limit. To enroll in payroll deduction, please visit [MyWakeMed > Employee > WakeMed Payroll Deduction Authorization](http://MyWakeMed > Employee > WakeMed Payroll Deduction Authorization). To shop online, please visit [www.southerncomfortlinens.com/collections/wakemed](http://www.southerncomfortlinens.com/collections/wakemed).

### Wake AHEC Events

#### Live Webinars:

- > Next Generation NCLEX: Faculty, Are You Ready?: May 19
- > Perinatal and Postpartum Substance Use Disorders in Tailored Care Management: May 20
- > Provider Wellness Listening Circle: May 23
- > CGEC Under the Microscope: How to Spot Elder Abuse Part 2 Reporting and Documentation: May 24
- > CGEC A Newer Problem in an Older Age: Substance Use Disorders in Older Adults: May 25

For a complete list of Wake AHEC continuing education events, please visit: [www.wakeahec.org/courses-and-events](http://www.wakeahec.org/courses-and-events)