

NEWS FOR EMPLOYEES AND FRIENDS OF WAKEMED

# MICROSCOPE



**OPENING SOON!**

## WakeMed Wendell Healthplex

WakeMed's eighth full-service emergency department will open in Wendell at 7 am on January 9, 2024. Located at 2021 Wendell Valley Boulevard, the facility features comprehensive family care including a 12-bed emergency department as well as outpatient imaging services for the entire family.

**Employee & Provider Sneak Peek** Friday, January 5 • 1 – 3 pm

All WakeMed employees, volunteers and providers are invited to a special open house to preview WakeMed's newest healthplex. Don't miss this opportunity for a sneak peek of the beautiful new building and see how we are growing to meet the health care demands of eastern Wake County.



## WakeMed A GREAT BIG GIVES THANK YOU.

On behalf of the WakeMed Foundation, we extend a great big thank you to ALL the employees who participated in this year's WakeMed Gives Campaign! Collectively, 950 employees gave \$416,727 to support WakeMed programs, services, employees and our community! 100% of funds raised during the campaign will make an impact in the following areas:

<b>\$130,930</b>	<b>\$37,912</b>	<b>\$175,807*</b>	<b>\$29,712</b>	<b>\$42,367</b>
WakeMed Projects & Programs (area of greatest need)	WakeMed Patient Assistance Programs (area of greatest need)	WakeMed Employee Assistance and Well-Being	WakeMed Employee Education Programs	Outside Community Charities

\* The WakeMed Employee Assistance fund was established in 2015 to aid members of the WakeMed family in times of need. It is entirely funded by employee contributions through WakeMed Gives and administered by Human Resources.

### THANK YOU TO OUR WAKEMED GIVES AMBASSADORS!

Every year, the WakeMed Gives Ambassadors play a critical role in the success of the employee giving campaign. Thank you to all of our Ambassadors who generously gave of their time and energy to help with events, spread the word about activities and engage their colleagues in the campaign.

**Kerrie Gottschall**, Milk Bank  
**Kelly Smith, RN**, 3 West Medical-Surgical  
**Kimberly Dail, RN**, Cardiac Rehab  
**Miranda McPhatter**, Imaging Services – North Hospital  
**Dana Knapp**, Imaging Services – North Hospital  
**Allie Downing**, Patient Access – North Hospital

**Wanda McNair**, Patient Access – North Hospital  
**Ed Trancozo**, Environmental Services – Raleigh Campus  
**Chris Smith, RN**, MICU  
**Beth Dean**, Administration  
**Robin Loughlin, RN**, Nursing Education  
**Bethany Stillwaggon**, Cardiac Rehab

**Malikah Myrick**, Imaging Services  
**Michelle Jagrup**, Staffing Resources  
**Vicky Best**, Staffing Resources  
**Joy Martin**, Urgent Care  
**Hailee Rich**, Primary Care  
**Latisha Williams**, Primary Care  
**Holly King**, Patient Accounting  
**Liz Howard**, Posting & Review  
**Radiah Graham**, Central Billing Office

**Barbara Jones**, Corporate Compliance  
**Eileen Ramos, RN**, Quality Analytics  
**Lisa Manro**, Information Services  
**Tabatha Barbour**, Information Services  
**Tamara Hill**, Accounts Payable  
**Ellen Stevens**, 2C Rehab Nursing  
**Matt Wrench, NP**, Cardiology

**Teresa McLean, RN**, Heart & Vascular  
**Sharon Turner, RN**, 3A CVIC  
**Diana Rhyne**, Clinical Research Institute  
**Jennifer McLucas-Ingold**, Home Health  
**Senthil Sridharan**, Home Health  
**Jihan Hodges**, Home Health  
**Murney Rinholm**, Home Health



## Code STEMI GOES LIVE at Cary Hospital

Thursday, November 2, was an exciting morning at Cary Hospital Heart & Vascular Labs, where the first-ever Cary Hospital Code STEMI was called at 9:34 am. STEMI services went live at Cary Hospital on November 1 – and it did not take long for the teams to put into action the patient-centered processes and procedures they had spent months developing.

Code STEMI is a specialized care and response plan for acute heart attacks that re-opens blocked coronary arteries, reduces the time to treatment and improves outcomes for eligible patients.

**Pratik Desai, MD**, from Cary Cardiology was the on-call interventional cardiologist and performed a cardiac catheterization and re-opened the patient's artery within 33 minutes. The American Heart Association and American College of Cardiology recommended "door to balloon" time to treatment is under 90 minutes.

"This new service is beneficial for the residents of Cary, southwestern Wake County and surrounding communities by decreasing the travel time it takes to reach a hospital capable of re-opening blocked arteries and restoring blood flow to damaged heart muscle," said **Doug Trocinski, MD**, chief medical officer at Cary Hospital. "Time is muscle when it comes to heart attacks, and this service will save lives and improve the quality of life for patients." Code STEMI coverage at Cary Hospital is currently available Monday through Friday from 7 am to 5 pm, with the hope to expand the days and hours covered in the near future.

## The Latest Leapfrog Recognition

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 November. Only 29 percent of hospitals nationwide received A's in this round of scores. Additionally, North Hospital was one of 132 hospitals across the country awarded a 2023 Top Hospital Award. For the second year in a row, the facility received a Top Teaching Hospital Award.

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. Published twice a year, the Hospital Safety Grades program focuses exclusively on safety. The Top Hospital Awards recognize hospitals and ambulatory surgery centers that demonstrate the highest performance on quality and patient safety, including infection rates, prevention of medication errors and surgical safety, among others.

## Congrats, Top Docs!

Numerous WakeMed Physician Practice physicians were recognized by their peers in December's issue of *Business NC Magazine* as the state's best in their fields. Congratulations to these outstanding providers:

- > **German DeJoya**, MD, Critical Care
- > **Casey Jenkins**, MD, Wake Orthopaedics
- > **Okechukwu Nwoko**, MD, Wake Orthopaedics
- > **Tim Harris**, MD, Wake Orthopaedics
- > **Curtis Hanson**, MD, Wake Orthopaedics
- > **Michael Ruffolo**, MD, Wake Orthopaedics
- > **Mark Wood**, MD, Wake Orthopaedics
- > **Gurvinder Deol**, MD, Wake Orthopaedics
- > **Conor Regan**, MD, Wake Orthopaedics
- > **Chad Greer**, MD, Wake Orthopaedics
- > **Justin Kauk**, MD, Wake Orthopaedics
- > **Sami Mardam-Bey**, MD, Wake Orthopaedics
- > **Aman Luther**, MD, Wake Orthopaedics
- > **Duncan Phillips**, MD, Pediatric Surgery
- > **David Hoover**, MD, Pediatric Surgery
- > **Kimberly Erickson**, MD, Pediatric Surgery
- > **Colin Muncie**, MD, Pediatric Surgery
- > **Nathan Calloway**, MD, ENT – Head & Neck Surgery
- > **Michael Ferguson**, MD, ENT – Head & Neck Surgery
- > **Allen Marshall**, MD, ENT – Head & Neck Surgery
- > **Matthew Alleman**, MD, General Surgery
- > **Jeffrey Abrams**, MD, General Surgery
- > **Chelsea Ngongang**, MD, Heart & Vascular
- > **Judson Williams**, MD, Heart & Vascular
- > **Marc Silver**, MD, Heart & Vascular
- > **Ryan Orgel**, MD, Heart & Vascular
- > **Diana Spahlinger McCarthy**, MD, OB-GYN
- > **Michael Soboeiro**, MD, Primary Care
- > **Dominick Trapani**, DO, Primary Care
- > **Carmin Kalorin**, MD, Urology
- > **Mark Graham**, MD, Cancer Care

## WakeMed Named Best Hospital for Maternity Care

WakeMed was named a 2023-2024 Best Hospital for Maternity Care (Uncomplicated Pregnancy) by *U.S. News & World Report*. Raleigh Campus, Cary Hospital and North Hospital achieved this recognition – the highest award a hospital can earn for *U.S. News & World Report's* Maternity Care ratings.

*U.S. News* evaluates how well hospitals perform in childbirth using C-section rates, newborn complication rates, breast milk feeding rates, early elective delivery rates, routine vaginal birth after cesarean delivery (VBAC) rates, episiotomy rates, whether a hospital meets new federal criteria for “birthing-friendly” practices, and whether a hospital tracked and reported their outcomes for patients of different races and ethnicities. *U.S. News* evaluated nearly 650 hospitals that provide high-quality labor & delivery services for uncomplicated pregnancies for this year's list.

WakeMed delivers more babies than any other health system in Wake County. With 9,000+ births reported during its 2023 fiscal year, a new kindergarten class is born within the WakeMed system every day.



## Two from WakeMed Receive Great 100 Nurses Honors

Congratulations to **Randy Hamm**, DNP, RN, (Emergency Department – Garner Healthplex) and **Karen Tsang**, RN, CPN, (Children's Hospital) for being 2023 The Great 100 Nurses in North Carolina award winners. Hamm and Tsang, along with 98 of their colleagues from around the state, were honored at an awards ceremony this fall. The annual award program exists to recognize and honor nurses in North Carolina for their commitment to excellence and to promote a positive image of the nursing profession.

Hamm, who has been with WakeMed for eight years and works part time in the Garner Healthplex ED, was nominated by a colleague at Barton College – his full-time employer. Tsang, who has been with WakeMed for 32 years, was nominated by her leader **Wanda Bowman**, RN, NE-BC, manager (Children's Hospital).



**Exceptional People.  
Exceptional Care.**

## Three Cheers for Compliance Champions!

On November 10, Corporate Compliance recognized 15 WakeMed family members who are excellent partners to the compliance program. An awards reception was held to thank these individuals for their assistance throughout the year. Congratulations to these winners and for all you do to support our Aspirational Goal of the Highest Ethics & Standards!

- > **Karen Barry**, Manager, Hospital Coding
- > **Barb Bisset**, Executive Director, Preparedness and Innovative Learning
- > **Amy Boling**, Accounts Payable
- > **Tammy Caudill**, Manager, Health Information Management
- > **Jonathan DeMai**, Information Services
- > **Sabrian Enoch**, Nursing Administration
- > **Sam Foster**, Captain, Campus Police & Public Safety
- > **Holly King**, Director, Revenue Cycle
- > **David Newman**, Information Services
- > **David Nussman**, Director, Internal Audit
- > **Michelle Schweitzer**, Executive Director, Advance Practice Provider Program
- > **Kristie Sexton**, Information Services
- > **Sara Tibbs**, Health Information Management
- > **Holly Trull**, Information Services
- > **Kate Wilkes**, Manager, Marketing & Communications

Pictured above: Highest Ethics & Standards award recipient **Sabrian Enoch** (Nursing Administration) stands with **Cindy Boily**, RN, senior vice president & Chief Nursing Officer, at the award reception.



## The HUB Top Five Benefit & Payroll Transition

As we enter the new year, WakeMed's Payroll system will transition to The HUB (Infor CloudSuite). Most other Human Resources, Finance and Supply Chain functions and services transitioned to The HUB in recent years. Bringing Payroll into the platform will improve access and efficiency for this critical process.

The Payroll transition takes place during the last few weeks of December. The January 11, 2024, paychecks (for the pay period beginning December 17, 2023) will be the first issued out of The HUB. Here are five key things all employees should be aware of as we prepare for this change:

### 1. The HUB Link Updates

As part of this transition, several links in Employee Space within The HUB are being updated. These links include:

- > Absence Balances
- > Pay Checks
- > Tax Withholding
- > Electronic W-2s

The updated links direct to the same information housed in The HUB and the location of the links will not change.

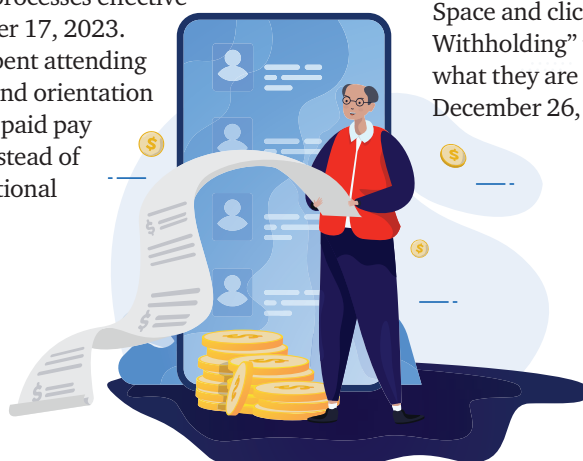
### 2. Kronos Changes

Changes were made to some Kronos processes effective December 17, 2023. Hours spent attending classes and orientation are now paid pay codes instead of informational codes.

### 3. Tax Withholdings

Current tax withholding selections will carry over automatically. However, employees will not be able to view this information in the new system unless they update their withholdings after the transition. If you are unsure of your current tax withholdings,

please visit Employee Space and click “Tax Withholding” to see what they are before December 26, 2023.



### 4. Outstanding Benefits Premiums

Changes are being made to the process for paying benefit premiums when an employee does not receive a paycheck from WakeMed (on leave of absence) or if their paycheck is insufficient to cover deductions for benefits or other approved deductions. Currently, employees are billed for these outstanding balances, which are known as arrears. Beginning in January 2024, when the employee returns from leave or receives a paycheck with earnings in which deductions can be taken, one additional deduction will be taken out of each paycheck to cover the arrears balance. This will continue for each deduction in arrears until the outstanding balance reaches zero.

### 5. PDO Accrual

While the annual PDO accrual rates are not changing, some employees may see slight changes to their PDO accrual amount per pay period. The current PDO plan setup accrues PDO based on an employee's assigned FTE in increments of 0.1 (0.9, 0.8, etc.). With this transition, the PDO plan setup will allow for the accrual to be based on an employee's assigned FTE.

**Reminder:** Benefit Deductions Transition to 26-Pay Period Cycle in 2024 – take a moment to review your benefit deduction on January 11, which will reflect your Open Enrollment elections for 2024.



### Patient Transport by the Numbers

672: average daily number of transports, including:

> 176 stretcher transports

> 261 bed transports

> 186 wheelchair transports

> 7 minutes Average Response Time

> 15 minutes Average Trip Completion Time



# Patient Transport Keeps Us Moving!

For many patients, an inpatient hospital stay can include several trips outside of their hospital room – for procedures, tests and, eventually, to their way home following discharge. The WakeMed Patient Transport team makes sure our patients get where they need to go in a timely manner.

In July 2021, the Patient Transport team transitioned from the Imaging department to a system-wide function under Nursing. Today the team – which includes 49.6 FTEs across all three hospitals – reports to **Marcy van Schagen**, MSN, RN, director, System Capacity & Patient Placement. This dedicated team of transporters walks miles each shift, providing courteous and safe transport for our patients.

“Our patient transporters work tirelessly every day to support our patients, expedite admissions and discharges, and move patients to and from tests and procedures. The service they provide is a key part of the patient care continuum – ensuring care is delivered in a timely manner while helping to keep our nurses at the bedside,” explains van Schagen.

Since going to a system-wide approach, the department leadership – including **Rodney Williams**, manager, and team supervisors – has worked to implement standard work and improve efficiency. The department now has an orientation process that includes cross-training across all three hospitals, which allows the team to leverage system support for shift coverage when needed. They also implemented a hand-off process in Rover to support interdisciplinary communication, which improves patient safety. As a result, they have seen improvements across a number of key metrics that the department uses to track success.

Thank you to our Patient Transport team for all you do to support patient flow and timely care throughout our system!

## LEADERSHIP NEWS

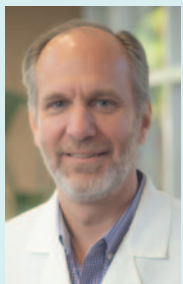
### WakeMed Welcomes New Infection Prevention Director



Please join us in welcoming **Anne Nolan**, MSN, RN, as the director of Infection Prevention for WakeMed. Nolan brings 25 years of experience working in and leading hospital-based infection prevention teams. She comes to WakeMed most recently from Vizient, Inc., where she has served as a senior consultant for Clinical Quality Improvement, working with hospitals in the Vizient network to reduce healthcare-acquired infections. Nolan holds a master’s degree in nursing from American Sentinel University in Aurora, Colo., and a bachelor’s degree in nursing from the University of New Hampshire in Durham, NH. She holds certification in infection control (CIC).

## NEWS FROM WakeMed Physician Practices

### Welcome New Physicians



**Troy Anderson, MD**  
Primary Care



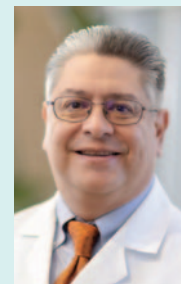
**Cameron Barber, DO**  
Sleep Medicine



**Theodore Derse, MD**  
MyCare 365



**April Frater, MD**  
Primary Care



**Juan Herrera, MD**  
Gastroenterology



**Gabriel Lopez, MD**  
Primary Care



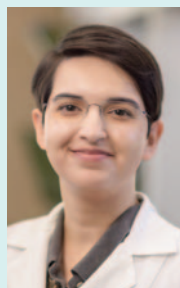
**Hannah McCloskey, MD**  
Urology



**Kishan Parikh, MD**  
Heart & Vascular



**Veshana Ramiah, MD**  
Cancer Care – Hematology & Medical Oncology



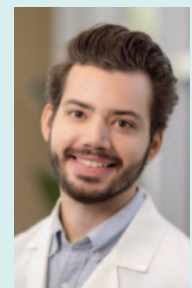
**Ami Rao-Zawadzki, MD**  
Psychiatry



**Christopher Rayala, MD**  
Primary Care



**Joe Salfity, MD**  
Vascular Surgery



**Tyler Williams, DO**  
MyCare 365

### Welcome New Advanced Practice Providers

**Cynthia Amster, PA**  
Pulmonology

**Elsa Bagnulo, NP**  
Primary Care

**Conner Brannan, PA**  
Fellow, Hospital Medicine

**Sunceri Burke, NP**  
Heart & Vascular

**Molly Calabria, PA**  
Hospital Medicine

**Tiffany Disanzo, PA**  
General Surgery

**Alaina Eisenhooth, NP**  
Pulmonology & Critical Care

**Rexford Fisher, PA**  
Hospital Medicine

**Heather Flowers, NP**  
OB-GYN

**Kiley Gooden, PA**  
General Surgery

**Abbey Hester, NP**  
Cancer Care – Hematology & Medical Oncology

**Elizabeth Kaniaru, NP**  
MyCare 365

**Kristen Landis, NP**  
Neonatology

**Annelise Landreth, NP**  
MyCare 365

**Ruth Marie Laughon, PA**  
MyCare 365

**Hanna Lewis, PA**  
MyCare 365

**Erin McConahy, PA**  
General Surgery

**Joshua McGalliard, NP**  
Cancer Care – Hematology & Medical Oncology

**Angela McIver, PA**  
MyCare 365

**Ashley Messina, PA**  
MyCare 365

**Sydney Ness, PA**  
Heart & Vascular

**Nikolas Newton, PA**  
Heart & Vascular

**Pritesh Patel, PA**  
MyCare 365

**Maria Peralta, NP**  
Hospital Medicine

**Samantha Poppenfuse, PA**  
Vascular Surgery

**Romel Ramirez Garcia, PA**  
Wake Orthopaedics

**Mariam Rashid, PA**  
MyCare 365

**Joevelinos Raymundo, NP**  
MyCare 365

**Caroline Seybold, NP**  
MyCare 365

**Peyton Strickland, PA**  
Wake Orthopaedics

**Alexis Tramondo, PA**  
Wake Orthopaedics

**Michael Verian, PA**  
Wake Orthopaedics

**Clara-Jade Villazor, NP**  
Primary Care

**Shea Whittaker, PA**  
Vascular Surgery

**Brittany Wilks, PA**  
Urology

**Brandon Zoladz, PA**  
General Surgery

# WHAT'S HAPPENING AT WakeMed



As part of year-round Diversity and Inclusion activities, pop up celebrations were held at our three hospitals during Hispanic Heritage Month – September 15 through October 15. Employees enjoyed salsa dancing lessons, refreshments and an education table. WakeMed was also once again a sponsor for La Fiesta del Pueblo, the

Triangle's largest festival celebrating Latin American culture.



WakeMed Corporate Integrity & Compliance Team celebrated National Corporate Compliance & Ethics Week 2023 by visiting our hospitals and healthplexes to provide information about compliance and ethics as well as sharing contact information. This year's theme was "Going in the Right Direction".



WakeMed leaders attended the groundbreaking for the GoRaleigh Bus Rapid Transit (BRT) line that will eventually run along New Bern Avenue. The route will include a stop in front of Raleigh Campus. Transportation is often a barrier to reliable and timely health care, so this new route has the potential to improve access for community members.

WakeMed volunteer **Lorna Greig** recently received a Service Excellence Award from the team on 1 East Clinical Evaluation Area – Cary Hospital. Lorna gives of her time each week, providing comfort and care by visiting patients and distributing handmade blankets and huggables that sewing volunteers make specifically for WakeMed patients. Thank you to Lorna and all of our volunteers for your service!



**Have news to share?**  
Send it to microscope@wakemed.org



The first-ever WakeMed Mental Health & Well-Being Grand Rounds was held October 26. Approximately 100 school and government officials, WakeMed Board of Directors members, staff and providers attended the special occasion. Harsh Trivedi, MD, MBA, president & CEO, Sheppard Pratt, was the keynote speaker. WakeMed is working with Sheppard Pratt – a nationally recognized mental health services provider – to bring our Mental Health & Well-Being hospital and supporting programs to Wake County.



## WAKEMED HONORS VETERANS

WakeMed hosted Veterans Day recognition ceremonies on Friday, November 10, to honor all WakeMed employees, physicians and volunteers who are veterans or currently serving in the U.S. Armed Forces. These annual events are sponsored by the WakeMed Diversity & Inclusion Council. Veteran and active service members who attended the services were recognized with a certificate and challenge coin.



The Raleigh Campus ceremony included a welcome message from President & CEO **Donald Gintzig** and a keynote address from **Osi Udekwu**, MD, medical director of Trauma Services and an Army and Air Force veteran. The WakeMed Color Guard presented the colors and the WakeMed Chorus sang the National Anthem. **Jamie Pendergrass** (Spiritual Care Services) offered an invocation and **Vicki Reid** (Campus Police & Public Safety) read the President's Proclamation.

**Tom Hughes**, senior vice president & Administrator of Cary Hospital and **Valerie Barlow**, senior vice president & Administrator, North Hospital spoke at the services at their respective facilities, which also included invocations by Spiritual Care's **Beth Youmans** (Cary) and **Laura Kelly** (North), reciting the Pledge of Allegiance and the reading of the President's Proclamation.

When the sights, sounds and stresses of the care environment take their toll, staff can find a few moments of respite with Tea for the Soul. The Spiritual Care team has offered Tea for the Soul for many years at WakeMed hospitals, and it continues to be popular among staff.

During Tea for the Soul sessions, Spiritual Care chaplains set up a respite room with dim lighting, soft music, snacks, simple activities like guided meditation or coloring and, of course, tea. Staff members stop in, sit down and take a few moments to relax.

WakeMed's intensive care units (ICUs) are frequent recipients of Tea for the Soul sessions. **Chris Smith**, RN, manager, (MICU) definitely sees the value of this employee well-being offering. "Tea for the Soul helps our team feel appreciated and supported as we work to care for patients who are complex and critically ill," he says. "Our chaplain, **Andy Ross**, offers simple activities that help us clear our minds. It's amazing what just a few minutes of relaxation can do."



In 2020, Spiritual Care also began using a mobile approach to Tea for the Soul to reach more hospital employees. "Before we introduced the Tea for the Soul cart, we held about 85 sessions a year," says **Jeremy Gilmore**, director (Spiritual Care). "By using both the respite room and mobile approaches, we now provide more than 340 a year." The WakeMed Foundation is a strong supporter of Tea for the Soul and helps fund carts and Spiritual Care's plan to expand the program to Healthplex Emergency Departments.

North Hospital Staff Chaplain **Laura Kelly** hosts Tea for the Soul mobile or respite room sessions for employees at least once a week. "Tea for the Soul is one of the ways WakeMed supports staff well-being," says Kelly. "I think employees also feel appreciated that this little form of self care is made available to them. I'm grateful that WakeMed supports this offering for staff."

Pictured: Wake County officials recently joined Spiritual Care on Tea for the Soul rounds at Raleigh Campus. It was a great opportunity for them to say thanks to frontline staff for all they do for the community and showcase Spiritual Care's great work.

# WakeWell 2024 REWARD

**WakeWell Rewards** encourages and provides incentives for WakeMed employees who take steps toward a healthier life. For 2024, participants who earn 100 points (see chart below) have the opportunity to earn \$500 (full-time employees) or \$250 (part-time employees) that can be used for out-of-pocket medical costs in 2025. Employees enrolled in WakeMed's Contigo Health medical plan as of January 1, 2024, should follow the steps below. With questions, contact Bob Nelson (Wellness) at 919-350-6903 or wakewell@wakemed.org.

Employees who join the WakeMed Medical Plan (administered by Contigo Health) between January 2 and September 1, 2024, can qualify for *WakeWell Rewards* simply by taking the Online Health Assessment by September 30, 2024.

## Make Your Appointment BY FEB 5

- Register for your biometric screening via WakeMed MyChart.
- To get a MyChart account, visit [mychart.wakemed.org](http://mychart.wakemed.org).
- If you need help logging in, call the MyChart helpline at ext. 02288.
- Pregnant & postpartum employees are exempt, see note below.



## Take the Online Health Assessment JAN 8 – SEPT 30

- Participants can take the online health assessment any time between January 8 and September 30.
- Takes about 15 minutes.
- To access the assessment, visit the Asset Health wellness portal via MyWakeMed or the Asset Health mobile app. Call 1-855-444-1255 for technical support.

## Complete the Biometric Screening FEB 6 – MAR 26

- Height, weight, waist circumference, blood pressure, basic cholesterol panel with blood glucose.
- Eight hours fasting required unless prohibited for medical reasons.
- Pregnant & postpartum employees are exempt, see note below.
- Participants who have had labs drawn since July 1, 2023, can bring their results and skip the fasting and finger stick. Results must include LDL and a glucose or HbA1c.

## Check Your Points MAY 1 – SEPT 30

MAY 1 – SEPT 30

Check your points on the Asset Health wellness portal, accessible via MyWakeMed or the Asset Health mobile app. Call 1-855-444-1255 for technical support.

You must accumulate 100 points to receive the *WakeWell Reward* in 2025:

### REQUIRED ACTIVITIES

- Biometric Screening 30 points
- Online Health Assessment 30 points

### BIOMETRIC SCREENING RESULTS

- LDL Cholesterol Below 130 10 points
- BMI Below 30 10 points
- Glucose Below 126 10 points
- Non-tobacco User 10 points

**PROGRAM GOAL 100 POINTS**

## Meet Alternate Standards (If Necessary) – BY SEPT 30

If you fall short of 100 points, you can make up the difference by completing an alternate standard. **Alternate standards can be completed at any time from January 1 through September 30, 2024. It's a good idea to get a head start and avoid any scheduling conflicts or delays.** For details/verification requirements, visit the *WakeWell* page on MyWakeMed.

### 40 POINTS

- Case/Disease Management
- Health Coaching
- Tobacco Cessation Coaching
- LiveWell Program
- Diabetes Education

- Behavioral Health Coaching
- Registered Dietitian Consult
- Physical Exam (between 7/1/23 and 9/30/24)

### 10 POINTS\*

- Asset Health Online Mission

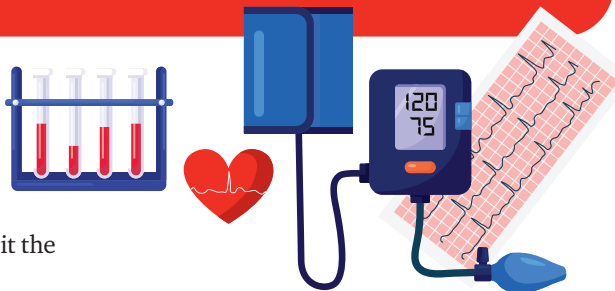
### 5 POINTS\*

- Asset Health Online Courses
- Asset Health Online Wellness Challenge

\* A maximum of 10 points can be earned from Asset Health missions, courses or challenges, combined.

## A Note about Pregnancy

Employees who are pregnant or gave birth on or after July 1, 2023, do not need to schedule or attend a biometric screening. These participants should complete the Asset Health Online Health Assessment AND submit a completed Pregnancy Physician Statement Form to Asset Health by September 30, 2024. For more information, visit the Asset Health wellness portal or the *WakeWell* page on MyWakeMed.



## WOW, WHAT AN EMPLOYEE!

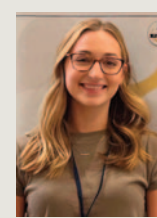
**David Kirk, MD**, (Pulmonary & Critical Care Medicine) co-authored the article, "Application of Machine Learning Models to Biomedical and Information System Signals from Critically Ill Adults," published in *CHEST* magazine. The article highlights a collaborative effort between WakeMed and UMass Memorial Medical Center to explore the potential of machine learning in predicting the need for intubation or vasopressors in critically ill patients.

**Frances Wood, MD**, (Heart & Vascular) is a co-author of the article "Restrictive or Liberal Transfusion Strategy in Myocardial Infarction and Anemia" published recently in the *New England Journal of Medicine*.

**Marc Silver, MD**, (Heart & Vascular) participated in the ARTESIA trial, the results of which were recently highlighted in the *New England Journal of Medicine*.

**Chuck Harr, MD**, Chief Medical Officer – Raleigh Campus, was appointed to the North Carolina Hospital Association Physician Advisory Council and will serve a one-year term beginning January 2024.

**Ryan Murray, MD**, (Primary Care) participated in a research study published in the *New England Journal of Medicine* (NEJM), titled "Semaglutide and Cardiovascular Outcomes in Obesity without Diabetes."



**Abby Kremer**, pictured, and **Alison Orvin**, (both of Pharmacy – Raleigh Campus) co-authored an article titled "Impact of Gram-Negative Rod Bacteremia Rapid Diagnostic Testing and Real-Time Clinical Pharmacist Intervention," that was recently published in the *Journal of Pharmacy Practice* (JPP).

Kremer also won the top prize in a new Visual Abstract Challenge, a national competition endowed by the American College of Clinical Pharmacy (ACCP) for pharmacy residents and fellows.

**Vickie Fowler, MD**, (Primary Care) was named chair of the North Carolina Advisory Committee on Cancer Coordination and Control.

**Kelly Thompson-Brazill, DNP, RN**, (CTSICU) was appointed to the Society of Critical Care Medicine's (SCCM) Discovery Steering Committee.

**Christy Luck** (Community Case Management) obtained a master's of social work (MSW) from Eastern University.

**Savannah Horvick, BSN, RN**, (2 West Intermediate Care – Cary Hospital); and **Catherine Leach, PhD, RN**, (Clinical Nursing Resource Services); presented research posters at the Sigma Biennial Convention in San Antonio, Tex.

**Rhonda Norton** (WPP Clinical Research) was promoted to Research Coordinator III and **Taylor Guidi** (WPP Clinical Research) was promoted to Research Coordinator II.

## COMINGS & GOINGS

Emergency Communications welcomes **Laurie Dercole**.

3B CVIC welcomes **Cheryl Corinthian, RN**; **Gail Crites, RN**; **Timeshia Harvey, Peggy Purvis, RN**; **Santiago Rodao, RN**; **Mikiya Snead**, and **Aaron Swords, RN**.

6C Surgery & Trauma welcomes **Abbie Everett, RN**; **Mary Frances Deucher, RN**; and **Maya Lynch**.

CVICU welcomes **Melissa Bell, Amanda Dillion, BSN, RN**; **Kellie McGuire, BSN, RN**; and **Morgan Zurek, BSN, RN**.

Pathology Transfusion Services – Raleigh Campus welcomes **Taylor Brown** and **Tak Kreter**.

Patient Case Management – Raleigh Campus welcomes **Daphne Brutus, RN**; **Karen Denise, RN**; **Sherri Harris**; **Mandi Maradiaga**; **Shelly Pittman, RN**; and **Deborah Wilks**.

Urgent Care – Garner welcomes **Sarah Howell**.

MyCare 365 – Ten-Ten Road welcomes **Breana Kittredge, RN**, as the new practice manager.

Marketing & Communications welcomes **Anna Shuler**.

## ADDITIONS & ATTACHMENTS

**Paige Luck, PA**, (MyCare 365) welcomed a son, **Wade**, on October 24.

**Theresa Hurley** (Urology – Raleigh Medical Park) married **Tom Clancy** on November 18.

1 East Clinical Evaluation Area – Cary Hospital congratulates **Dave Wilzack, RN**, and **Dawn Lucas, RN**, on their recent engagement.

## BENEFIT REMINDERS FOR THE NEW YEAR

With the new year around the corner, here are some helpful reminders from the Benefits team. With any questions, please email [benefits@wakemed.org](mailto:benefits@wakemed.org) or call ext. 08143.

### New Medical Insurance Cards

New medical insurance cards will be mailed to plan members in January 2024.

### Flexible Spending Accounts

Unused amounts from your 2023 Health Care FSA between \$5 and \$610 will be carried over to be used in 2024. All unused funds under \$5 and over \$610 will be forfeited. All unused Dependent Care Spending Account funds will be forfeited.

### Keep Your Address Current

If you moved in the past year, be sure to update your address information in The HUB by clicking on the Edit Profile Quick Link. Keeping your home address and phone number in the HUB Employee Space up-to-date is important to ensure you receive timely communication.

### Update Your Beneficiaries

If you haven't already done so, be sure to update your beneficiary information with Fidelity Investments, WakeMed's Retirement Savings Plan (RSP) administrator. Beneficiary information on record with Corebridge (our previous administrator) did not transfer, so all employees need to update this information. To get started, visit [www.netbenefits.com/atwork](http://www.netbenefits.com/atwork).

### Short Term Disability

Short-term disability has changed from a 30-day elimination period to a 15-day elimination period.

### Deduction Schedule Change

For 2024, all benefits deductions will change to a 26-pay-period deduction schedule (rather than 24 times per year). Be sure to check your January 11 paycheck to see your 2024 benefit deduction amounts.

### Contigo Provider Network Change

Beginning January 1, 2024, First Health Network will be available for medical plan members and their dependents when you need health care services outside of WakeMed's primary service area. First Health Network replaces ConfigureNet for other-in-network coverage.



# Focus On Nursing

EXCELLENCE IN THE ART AND SCIENCE OF NURSING CARE AND CARING



**CINDY BOILY**  
MSN, RN, NEA-BC  
Senior Vice President &  
Chief Nursing Officer



*Cindy Boily*

**A NOTE FROM OUR CNO**

## What an AMAZING CNC Poster Day!

Even before entering the doors of the Andrews Conference Center, you could feel the positive energy and enthusiasm coming from Clinical Nurse Council's 14th annual Poster Presentation. And the theme was so perfect – WakeMed, Wake Way, Way Better! Poster presenters exuded enthusiasm and pride as they discussed their units' work to improve processes for our patients and WakeMed.

This is one of my favorite events. It is so energizing to see our nurses from throughout our ever-growing health system share their achievements in clinical excellence and innovation. I'm sure some of the 47 initiatives that were presented will serve as Sources of Excellence when we submit our document in late summer 2024 for our next Magnet redesignation.

Enjoy the wonderful photos of the event in this issue of Focus on Nursing. Wow! What an AMAZING group of innovators we have in our midst.



## EXCELLENCE IN ACTION

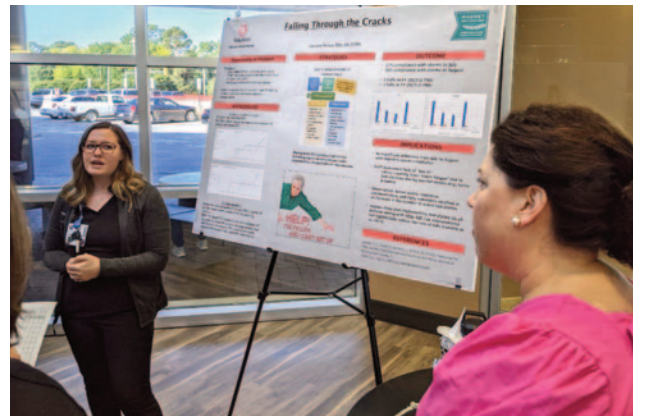
### The 14th Annual CNC Poster Presentation

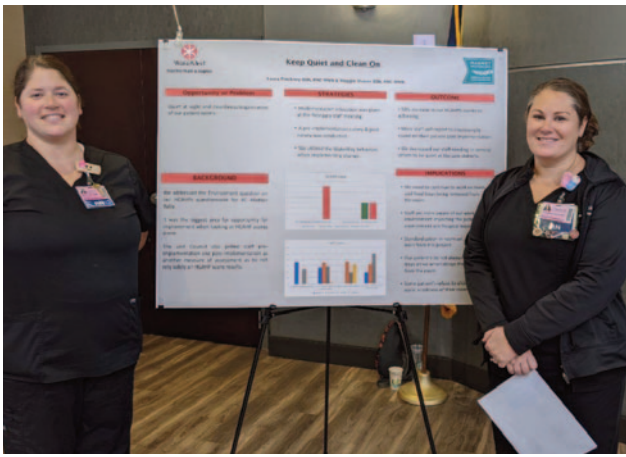
Great enthusiasm and pride resonated throughout Raleigh Campus' Andrews Conference Center during the 14th annual Clinical Nurse Council (CNC) Poster Presentation on October 5. This year's event theme was WakeMed, Wake Way, Way Better! and hundreds of nurses, administrators, Nursing directors and managers gathered to learn about unit-based innovations in process, care and service delivery improvements. There were 47 posters – some printed in our national/state conference format courtesy of Nursing Education. Here are some highlights from this special day.

#### Best & Most

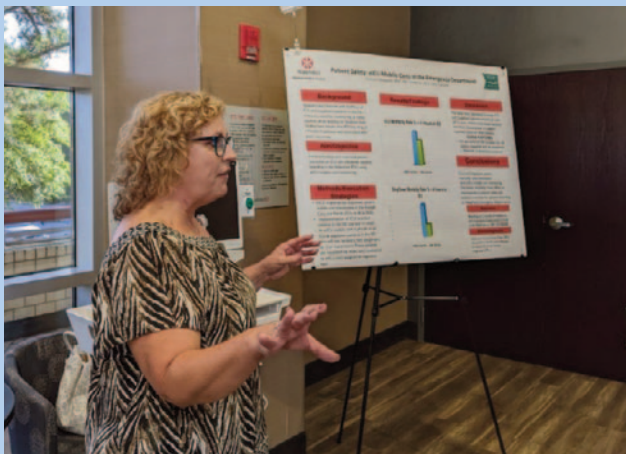
All 47 posters could not be displayed at one time, so CNC split them into four different groups so they could all be shared the same day. Nurses in attendance were asked to evaluate posters based on innovation, representation of quality and performance improvement, use of pre- and post-data, and evidence-based practice application were presented in four different groups so all could be displayed throughout the day.

	Group 1	Group 2	Group 3	Group 4
Most Innovative	eICU	Peds & PICU	Cary 5West	Cary 3West
Best representation of QI or PI	eICU	2D Rehab	CVICU	2C Rehab
Best Utilization of Pre- & Post- Data	eICU	2D Rehab	3E	Cary ICU
Best Application of EBP	Cary L&D	STICU	RC NICU	Imaging & Cary ICU





OUR AWARD-WINNING POSTERS



eICU – Patient Safety: eICU Mobile Carts in the Emergency Department



Cary L&D – Use of JADA during Postpartum Hemorrhage



4E Pediatrics & PICU – Easing Tensions on Admissions



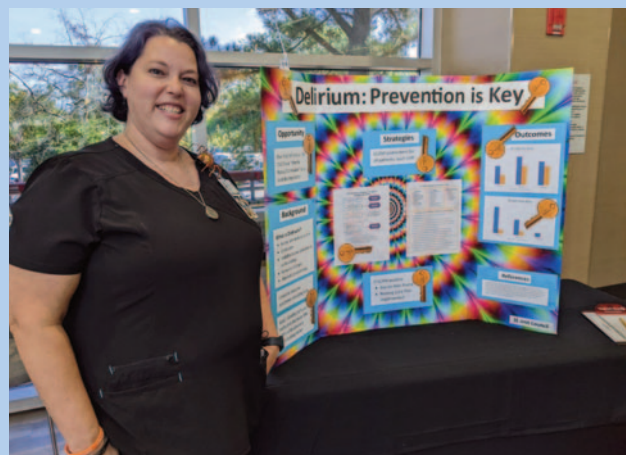
STICU – Break out: ICU Liberation



2D Rehab – Safety Starts with Me



Cary 5W Surgery & Trauma – Investing in New Grads



3E CVIC – Delirium: Prevention Is Key



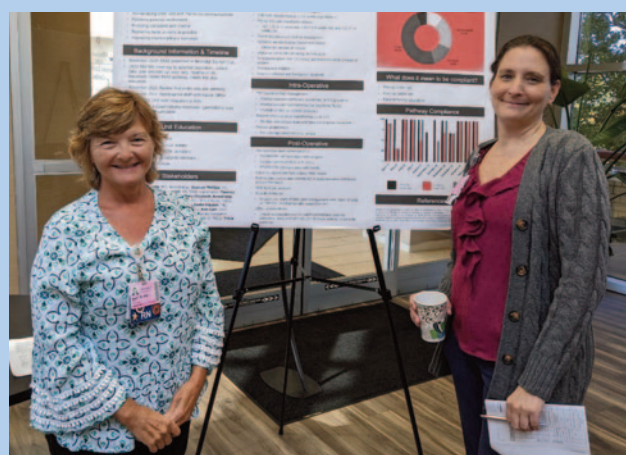
Cary 3West – Escape Room Learning Method



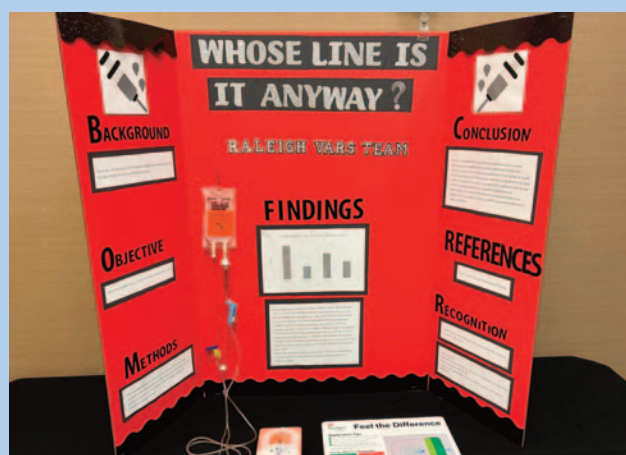
Cary ICU – Health Is the Greatest Wealth!



CVICU – Safe Hands, Caring Hearts, Fostering a Culture of Safety



NICU – ERAS Neonatal Intestinal



Imaging – Whose Line Is It Anyway

# 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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WISHING YOU  
AND YOURS  
A HAPPY,  
HEALTHY HOLIDAY  
SEASON AND A  
WONDERFUL  
NEW YEAR!



### Share your holiday photos!

If you have photos of  
your department or unit  
celebrating the holidays,  
send them to  
[microscope@wakemed.org](mailto:microscope@wakemed.org)  
to be considered for the  
January issue!

## Follow us!

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



WakeMed App



@WakeMedHospitals



@WakeMed



WakeMed & WakeMed Children's

## CALENDAR OF EVENTS

### Meditative Monday

WakeMed Spiritual Care will host special Meditative Monday services in January to commemorate World Religion Day and Martin Luther King Jr. Day. These services are open to all and we look forward to celebrating the religious and cultural diversity of the staff, patients and families here at WakeMed.

- > **Martin Luther King Jr., Day Service** – Monday, January 15, 12:30 pm
- > **World Religion Day** – Monday, January 22, 12:30 pm

Services will be held in the Raleigh Campus Chapel, Cary Hospital Chapel and North Hospital Meditation Room. Spiritual Care hosts Meditative Monday each week at 12:30 pm in the Raleigh Campus chapel.

### Corporate & Community Health Education Classes for Staff

Corporate & Community Health presents live monthly nutrition classes virtually through Webex. The classes are led by a registered dietitian will cover a variety of topics related to nutrition and health. These classes are open and complimentary to all WakeMed employees.

#### What are Macros?

January 9, 17 & 18

Join a Corporate & Community Health Registered Dietitian in a 30-minute detailed dive into a wide variety of nutrition topics: new trends, essentials to good health, or even topics you request. Come listen, learn, ask questions, and even share ideas with your coworkers.

Visit MyWakeMed or the WakeMed Weekly for details on how to join.

### Nursing Education

#### The Role of the Competency Validator

January 9

Participants will gain knowledge of key concepts with competency validation, and through course activities, participants will demonstrate skills related to competency validation. Register on WakeMedU.

#### Education Essentials

January 4

This course aims to empower participants with essential skills in education, covering topics such as defining education terms, crafting learning outcomes, fostering positive group dynamics, enhancing public speaking comfort, accessing resources for class development and evidence-based practices, collecting needs assessment data and employing effective teaching strategies for various learning styles. The goal is to equip participants with tools to educate both patients and staff. To register, visit WakeMedU.

### WAKE AHEC EVENTS

- > **Supporting Autistic Youth and Young Adults in the Transition to Adulthood** – January 12
- > **Practicing Mindful Self Care for Healthcare Professionals** – January 19
- > **20th Annual Academic Progression Conference: Teaching and Engagement Strategies, Simulation Innovations and Practice Transitions for the Gen Z Learner** – February 2
- > **Modifying Dementia Risk Through Hearing Care** – February 2

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

