An Overview of WakeMed’s Accountable Care Organization

As reported earlier this year, WakeMed and our physician practices joined with Key Physicians, an organization of more than 220 independent providers, to form an Accountable Care Organization (ACO) called WakeMed Key Community Care (WKCC). ACOs are groups of doctors, hospitals and other health care providers who come together to provide coordinated, high-quality care to their patients throughout the care continuum.

Implementing an ACO is a major undertaking for WakeMed and our partners and puts us at the forefront of the future of health care delivery here in Wake County and the region. WKCC will help improve the overall health of our community by expanding patient care coordination for the Medicare population, certain members of our insured and uninsured patient population and WakeMed employees.

“By bringing together leading regional providers, WKCC has the potential to increase coordinated care through network resources, improve the sharing of electronic health information and explore value-based contracts with commercial payers,” said Mike DeVaughn, executive vice president & chief financial officer. “Over time, this partnership will help all of us provide even better care to our patients at the best cost.”

WKCC is a stand-alone limited liability company in which WakeMed and Key are members. Leslie McKinney, MD, executive medical director (Physician Services), was recently elected president of the WKCC board of managers. “Our goal is to improve the health of our community by ensuring that patients, especially the chronically ill, get the right care at the right time at the right price, while avoiding duplication of services and preventing errors,” commented McKinney. “By providing more coordinated care for individuals with chronic and complex conditions, WKCC will help reduce preventable hospitalizations, readmissions and emergency department visits.”

To achieve these goals, WKCC will provide a variety of population health programs to help manage the overall health of our high-needs/high-risk patients. By helping them better manage their health through individualized support programs, we will help improve the overall wellness and quality of life for these patients. As part of these initiatives, WKCC will employ a team of Care Advisors who will provide an added complement to the services already provided inside the hospital and by primary care providers.

Employees on our health plan can also benefit from many of these population health services as we work toward developing a culture of wellness at WakeMed. Some of these benefits include:

- Expanded WakeMed Network
- Care Advising services
- New wellness initiatives

Implementing an ACO represents a new endeavor for us and builds upon our focus of Patient- & Family-Centered Care, but WakeMed’s strategic direction is not changing. We will continue to be committed to excellence in acute, critical and rehabilitative care. Broadening our identity as a full-service population health manager and a consumer-oriented ambulatory network is an additive to our role as a best-in-class acute care destination. For more detailed information about WKCC, please see the Frequently Asked Questions posted on the WakeMedWeb.

Introducing
WakeMed Key Community Care

Wishing You a Happy, Healthy Holiday!

Meet & Greet Receptions were held at Raleigh Campus and Cary Hospital this month to give WakeMed employees a chance to meet Donald Gintzig, president & CEO. Hundreds of employees turned out to welcome Gintzig to the WakeMed family and enjoy refreshments provided by Food and Nutrition Services. Gintzig also plans to visit other facilities throughout the system in the New Year.

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WakeWell Rewards encourages and provides incentives for WakeMed employees who take steps toward a healthier life. WakeWell Rewards is designed to build a culture of health throughout our organization by providing an annual ‘snapshot’ of your health status and connecting you with resources that are available to improve it. In 2014, employees enrolled in WakeMed’s BCBSNC health plan will have the opportunity to earn up to $500 towards their 2015 medical expenses.

**What’s New in 2014?**

WakeWell Reward requirements have changed this year as we move to an outcomes-based model. We are now using a points system where participants must earn 120 points to earn their reward. As in past years, both the biometric screening and the BCBSNC online health assessment are required. This year we are also giving employees credit for their required annual flu shot (or receiving a medical exemption from Occupational Health).

New for this year, employees must now meet three of four additional standards (non-tobacco user, body mass index below 28, LDL cholesterol below 130 and glucose below 120). Individuals who do not meet three of these four standards can make up those points by completing an alternate standard (see Step 5).

For more information, consult the WakeWell Rewards FAQ’s located on the Benefits page of the WakeMedWeb or contact Bob Nelson (Wellness) at ext. 06903.

**SCHEDULE YOUR BIOMETRIC SCREENING**

**By Friday, February 14**
- Employees enrolled in WakeMed’s BCBSNC health plan as of February 1, 2014, are eligible.
- Register by phone through WakeMed One Call (919-350-7000, option 2) or online by following the link on the WakeMedWeb.

**Take the Biometric Screening**

**February 28 – April 3**
- Screenings take approximately 20 minutes and include height, weight, waist circumference, blood pressure and a basic lipid panel (cholesterol) with blood glucose. Fasting for eight hours before the screening is required.

**Take the BCBSNC Online Health Assessment**

**May 5 – June 6**
- The online health assessment is administered by BCBSNC and takes about 15 minutes.

**Get Your Points**

**January 1 – September 15**
- You must accumulate 120 points to receive the WakeWell Reward in 2015. The chart below outlines the point system in more detail.
- Track your points online at www.mybcbsnc.com.

**Take Five Steps to Receive Your WakeWell Reward**

**Step 01** Schedule your biometric screening by Friday, February 14
- Employees enrolled in WakeMed’s BCBSNC health plan as of February 1, 2014, are eligible.
- Register by phone through WakeMed One Call (919-350-7000, option 2) or online by following the link on the WakeMedWeb.

**Step 02** Take the biometric screening February 28 – April 3
- Screenings take approximately 20 minutes and include height, weight, waist circumference, blood pressure and a basic lipid panel (cholesterol) with blood glucose. Fasting for eight hours before the screening is required.

**Step 03** Take the BCBSNC online health assessment May 5 – June 6
- The online health assessment is administered by BCBSNC and takes about 15 minutes.

**Step 04** Meet alternate standards (if necessary) January 1 – September 15
- If you fall short of 120 points, you can make up the difference by participating in an alternate standard. You must complete the alternative standard by September 15, 2014. The alternate standards are:
  - One-on-one consult with a dietitian (40 points): Participants in WakeMed’s health plan can schedule unlimited one-on-one visits with a registered dietitian with no co-pay and no physician order.
  - Physician-signed alternate standard form (10 points per category, up to 40 points): Visit your physician and have them complete a BCBSNC alternate standard form. They simply check the items you did not qualify for and fax the form to BCBSNC; you receive 10 points for each category that they check off.

**Step 05** Get your points January 1 – September 15
- You must accumulate 120 points to receive the WakeWell Reward in 2015. The chart below outlines the point system in more detail.
- Track your points online at www.mybcbsnc.com.

**Alternate Standards**

If you fall short of 120 points, you can make up the difference by participating in an alternate standard.

**Dietitian Appointment**
- One-on-one Consult with Registered Dietitian 40 points

**Physician Signed Alternate Standard Form**
- LDL Cholesterol Below 130 10 points
- BMI 10 points
- Non-tobacco User 10 points
- Glucose 10 points
- Total Opportunity: Up to 40 points

**Points Chart**

<table>
<thead>
<tr>
<th>Required Activities</th>
<th>Credit Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take the Biometric Screening</td>
<td>40 points</td>
</tr>
<tr>
<td>Complete Health Assessment</td>
<td>40 points</td>
</tr>
<tr>
<td>Flu Shot (or Medical Exemption)</td>
<td>10 points</td>
</tr>
<tr>
<td>Biometric Screening Results</td>
<td></td>
</tr>
<tr>
<td>LDL Cholesterol Below 130</td>
<td>10 points</td>
</tr>
<tr>
<td>BMI Below 28</td>
<td>10 points</td>
</tr>
<tr>
<td>Glucose Below 120</td>
<td>10 points</td>
</tr>
<tr>
<td>Non-tobacco User</td>
<td>10 points</td>
</tr>
<tr>
<td>Total Opportunity:</td>
<td>130 points</td>
</tr>
<tr>
<td>PROGRAM GOAL</td>
<td>120 POINTS</td>
</tr>
</tbody>
</table>

Pathology Labs – Phlebotomy welcomes Roberto Lopez.

Rehab, was appointed by Governor Pat McCrory as a Hospital) on completing the AORN Periop 101 core McArthur.

Kristi Blankenship, Cathy Fortier, Gayle Andersen, Mary Kathryn Kimray, Jasmine St. Denny, and Jesus Grijalva.

Endoscopy welcomes Megan Savino, RN.

MCIU welcomes Rob Buckey, RN; Shelly Godwin, RN; and Kayt Bialczak, RN.

Food & Nutrition Services – Cary Hospital welcomes Anna Adams, Samantha Lucas, Tiffany Cox, and Eunhyo Chion. The department also says farewell to Jerri Garrison.

Pathology Labs – Phlebotomy welcomes Neteisha McArthur.

Endoscopy welcomes Megan Savino, RN.

MCIU welcomes Rob Buckey, RN; Shelly Godwin, RN; and Kayt Bialczak, RN.

Food & Nutrition Services – Raleigh Campus welcomes Nichole Clark, Bridgett Dorsey, Aaron McLimmon, Jasmine St. Dewny, and Jesus Grijalva. WSP – Pediatric Surgery welcomes Mary Kathryn Kimray.

Transfusion Service welcomes Jacob Spirling, MT; Jamie Waldrop, MT; and Cindy Hall, MT.

Alicia Murphy joins WakeMed as the practice manager for WakeMed Faculty Physicians – GI Clinic, Intensivists/Pulmonology, Psychiatry, and eCUI. The GI Shop at Raleigh Campus welcomes LaTonya Rogers and Bianca Sheridan.

Operative Services – Cary Hospital welcomes Jesst Schmitt, RN, and Jenn Smith, surgical tech.

PACU – Cary Hospital welcomes Sharon McDonald, RN, as clinical educator/supervisor.

WFP – Pediatrics welcomes Donna Avery and Lillian Nassar. The Children’s Emergency Department welcomes Petula Shaw, RN; Chantelle Turner, NA; Marcy Gaudet, RN; Hayley Kerr, RN; and Mika Glines, RN, Fellow.

Women’s Pavilion & Birthplace – Raleigh Campus welcomes Lauren Daniels, RN; Rachel Doss, NA; Shannon Goin, RN; Courtney Myers, NA; and Christine Willborne, RN.

SC Medicine welcomes Susan Sun, NA; Francine Fihlarty, RN, and Maria Duquiatan, RN.

Surgical Services – Inpatient PACU welcomes Michelle Calderini, RN; Mike Lecuyer, RN; and Valerie Krollick, RN.

Staff Development & Training welcomes Jennifer Jones, who transitioned from Human Resources.

COMINGS & GOINGS

The Business Office (Cary Hospital) wishes Cordeia Burnette a happy retirement after 35 years of dedicated service to WakeMed. Woman’s Pavilion & Birthplace – Raleigh Campus wishes Anne Bailey, RN, a happy retirement. She has worked at WakeMed since 1994.

MCIU sends best wishes to Robert McVeigh, RN, on his retirement from the unit after 21 years.

WSP – Pediatric Surgery welcomes Valerie Brotzman, RN, and Mary French, RN.

Food & Nutrition Services – Cary Hospital welcomes Anit Adams, Samantha Lucas, Tiffany Cox, and Eunhyo Chion. The department also says farewell to Jerri Garrison.

WakeMed’s Crime Watch Program

WakeMed Foundation Announces a $150,000 Match Grant to SAFEchild

WakeMed Foundation is providing the SAFEchild Advocacy Center with a match grant of $50,000 a year for three years to expand their comprehensive medical evaluation services for children who have been physically or sexually abused. Opened in 2010, the SAFEchild Advocacy Center provides comprehensive and integrated services for 300 sexually and physically abused children annually, ages birth to 17, and their non-offending parents and siblings living in Wake County. WakeMed team members Elizabeth Witman, MD (WFP – Pediatrics); David Adams, MD (WFP – Pediatric Intensivists); Ben Alexander, MD (Information Services); and FP (WFP Pediatric Intensivists) provide oversight as well as medical services to the Advocacy Center.

WakeMed is proud to partner with this community organization whose mission to provide outstanding and compassionate care so closely parallels our own.

Tasty Donations Raise Money for United Way Programs

For the third year in a row, Food and Nutrition Services at Raleigh Campus donated desserts to the Triangle United Way Women’s Leadership Council Awards Luncheon and Dessert Auction. This year’s luncheon raised over $65,000 – $19,000 of which came from the desert auction. The funds will be used to support scholarships for middle school girls to attend leadership programs.

WakeMed provided a peach dream cake prepared by Angela Camp-Phillips and a southern strawberry shortcake made by Jacqueline Powell (both of Café 3000). “Angie and Jackie are known for making truly delicious desserts. These two cakes are very popular at Café 3000, and they were equally well received at the auction,” said Rob Neuweyer, manager, executive chef (FNs). Thanks, Angie and Jackie, for sharing your talents in a way that will positively impact our community!

“Sharpie Car” Visits WakeMed

This spring, WRAL broadcast a story about Moose Cates (Facility Services), who uses Sharpie markers to create unique artwork on unusual canvases – most recently, a motorcycle and a Mustang convertible. After the story aired, many of his co-workers at Raleigh Campus reached out to Cates with interest and support of his work. Because so many of his colleagues were interested in seeing the finished work, Cates arranged to bring in his latest masterpieces to Raleigh Campus for an afternoon. His designs are drawn freehand using Sharpie markers in various sizes. The artwork is protected with a strong (and unique) coat of lacquer. Moose Cates (Facility Services) answers questions about the Harley Davidson motorcycle he completed earlier this year. The bike is owned by George Clavijo (Facility Services).

WOW, WHAT AN EMPLOYEE!

Wing Ng, MD, associate medical director of WakeMed Rehab, was appointed by Governor Pat McCrory as a member of the North Carolina Council on Developmental Disabilities. Dr. Ng will serve a 3.5 year term on the council.

Gayle Andersen, RN; Betty Barnes, RN; and Kim Stelmener, RN, (all of Patient Case Management) earned Accredited Case Manager (ACM) certification.

Cathy Fortier, BSN, RN, and Leona Washington, RN, (both of Patient Case Management – Cary Hospital) earned ACM certification.

Molly Flynn (Patient Case Management) passed the Certified Case Manager (CCM) exam.

Congratulationsto Diane Huggins, RN; April Ward, RN; and Kristine Meadows, RN (Operative Services – Cary Hospital) on completing the AORN Periop 101 core curriculum and final exam.

Jessica Spicer, RN; Gail Tarker, RN; Cheryl Jackson, RN; and Carrie Brojakowski, RN, (all of Operative Services – Cary Hospital) received certified nurse operating room (CNOR) certification.

Susie Davis (Corporate & Community Health) was featured in an article on worksite health in the October edition of Endorsement Magazine. Infection Prevention and Environmental Services congratulates EVS employees who achieved their first 100 percent room cleaning audit score during the third quarter. From Raleigh Campus: Leaster Allen, Tiffany Andrews, Petra Brown, Sudarsan Dangal and Kate Joseph. From Cary Hospital: Olivia Howard, Annette Kelley, Eric Britt, Wanna Watts, Flor Ramirez, Victoria Brown, Laura Davis and Gloria Prince.

Clinic Dean, RN, (MCIU) was promoted to the Nursing Education department.

Angela Newman was named one of WakeMed’s interim director of Women’s Services, 3 West Medical/Surgical and Medical Day Treatment Unit.

Sue Evans (Milk Bank) was featured as the News & Observer’s “Tar Heel of the Week.”

Mandy Conlin, RN, (Heart Center – Pre/Post Procedure) had a poem – a witty, heart-related take on the classic “The Night Before Christmas” – accepted for publication in the December issue of Cuth Lab Digest.

ADDITIONS & ATTACHMENTS

E.J. Simmons (CV Testing) married Dusty Simmons on Oct. 6.

Kristi Blankenship, RN, and BJ Blankenship, RN, (both of the Emergency Department) welcomed daughter Kaidyn Avery Blankenship on Oct. 10.

Daniel Corbin, RN, (Pediatric ICU) and Anna Corbin, RN, (Staffing Resources) welcomed daughter Harper Faith on Oct. 23.
Vice President, Health Information and Utilization Management

When Becky Andrews, vice president, Health Information and Utilization Management, attends meetings, she occasionally brings along something a little unusual: a large white elephant. It’s not that Andrews is so fond of the animal, it’s that she wants to encourage her colleagues to talk about the real issues at hand and not, as the saying goes, ignore the elephant in the room. “I always want things to be moving forward. I am equally hard-headed in my decision or go with the group decision – I don’t really care, as long as progress is being made,” she says.

Progress is first and foremost in Andrews’ mind in her work at WakeMed, where she is tasked with helping the system use resources appropriately and strategically to grow and to ensure profitability.

She is also focused on helping the organization meet the demands of health care’s challenging, ever-changing regulatory environment. While she describes these goals as short term in nature, they have long term effects. “We need to make better use of the resources we have to ensure people get the care they need at the right time and the right place,” she explains. “We’ve got this idea that more is always better, and that’s not always the case. We have to develop processes to help people make the best decisions for a better quality of life, not just always choose more health care.”

Andrews has worked at WakeMed since 1981, with the exception of a three-year period (from 1988 to 1991) when she worked at Rex Healthcare. She has a bachelor’s degree in business administration and management from Meredith College and spent the early part of her career focused on finance. While Andrews enjoyed the work, she wanted to have a stronger connection with people and more opportunities to give back to the community. She returned to school, earning a master’s degree in community leadership from Duquesne University. This background in finance and community development has allowed her to more easily between the business-related and people-oriented aspects of working at a hospital.

During her time at WakeMed, Andrews has held a variety of roles – from admissions coordinator to director of patient financial services, eventually becoming director of reimbursement and patient financial services and, now, vice president. Looking back on her history with the organization, Andrews says it has been rewarding to develop and establish processes that will help WakeMed maintain viability and success into the future. “That we’ve been so successful and been able to focus on our mission for so long speaks very highly of WakeMed’s staff, who have worked hard over the years. Our employees are very concerned with the greater good, and that means a lot,” she says.

Andrews takes a very collaborative and hands-on approach to leadership, and likes the problem-solving aspect of finding solutions and exploring new ways to do things. “I firmly believe that people want to do the right thing, we just have to figure out what the right thing is,” she explains. “The role of a leader is to help make and communicate those decisions and remove roadblocks, and if people aren’t doing the right thing, it’s because leadership has failed in that role.” She also enjoys the unique perspectives that are revealed when working with diverse groups of people.

Though Andrews likes to get things done – even in her free time she enjoys doing remodeling projects and the feeling of accomplishment that comes along with completing them – she describes herself as an easygoing, down-to-earth person. “I’m an optimist and I guess you could call me a flower child at heart, but I understand the need to be responsible and provide for a family,” she says. Away from WakeMed, she pursues several hobbies, including cycling and painting (she tends toward abstract or impressionist work). While she loves a good vacation – Italy and Oriental, N.C., top her list of destinations – lately she has been staying home to enjoy frequent visits from her daughter and 8-month-old grandson, who live in Manhattan.

For employees who work in sensitive parts of the health system, patient privacy and safety regulations make it hard to explain what their jobs entail. “It was really exciting to be part of it,” said Debbie Hostetter, RN, (Surgical Services – OR) who helped organize the open house. “It gave us a chance to share how much we love our work with the people we love the most – our friends and families.”

Hostetter estimates that about 200 visitors went through the open house, which started in the pre-op area. There, a child-life specialist led age-appropriate activities to help kids understand surgical procedures. Employee tour guides then led participants through five mock surgery rooms, each one focused on a separate surgical specialty: heart, neurosurgery, orthopaedics, ENT and robotics.

The tour ended in the recovery room, where there was plenty of time to ask questions about what goes on there.

“We received excellent feedback on the open house. Everyone who came through was really excited to be part of it,” said Parrish Dickens, manager (Surgical Services – OR). “Physicians and nurses alike loved having the opportunity to show their kids where they work and what they do.”

Shown left: Surgical Services staff members Julie Weathers, RNFA; Sue Reid, RN; Carla Davis, RN; and Ade Dajoumoh. RNFA, attended the open house; right: Ellery and Baker Ferguson (back), children of Michael Ferguson, MD, along with Nelson Marshall (left), son of Allen Marshall, MD, and Justin Rice (right), son of Gina Rice, RN, explore at the open house.
The North Carolina General Assembly adopted a law (House Bill 980) that will impact North Carolina taxpayers in 2014 and beyond. Effective January 1, 2014, the state withholding rate will be reduced to 5.8 percent for 2014 and 5.75 percent in 2015. Several changes have also been made to the Employee Withholding Allowance Certificate, requiring you to complete a new NC-4 tax withholding form.

Because North Carolina is moving to a flat withholding rate, the state has changed how the number of individual withholding allowances is determined. Taxpayers are no longer allowed to claim allowances for themselves, their spouse, their children or any other qualifying dependents. As a result, in 2014, more taxpayers should claim zero (0) allowances on their form. Also new for 2014, the NC Department of Revenue has introduced a shorter NC-4 EZ form.

**Expansion Efforts Underway for WakeMed’s NICU**

Construction on the Raleigh Campus Neonatal Intensive Care Unit (NICU) is scheduled to finish up later this month. The expanded NICU, which will open in February 2014, will add 12 patient beds – bringing our total number of NICU beds to 48. “Everyone is very excited about the unit opening, and we know it will make a positive impact on our ability to care for WakeMed’s youngest patients,” said Jim Perciaccante, MD, director (Neonatology).

The new unit also marks the introduction of “single-room care” for NICU patients at WakeMed. Twenty seven of the NICU beds will be in private rooms while the other 21 beds will remain in the current “open” setup. With this change, WakeMed joins several other hospitals in the region (including New Hanover and Vidant Medical Center) that have adopted their NICU layout to include private rooms.

Bringing the single-room care concept into the NICU represents one way WakeMed is extending our focus on Patient- & Family-Centered Care to include our tiniest patients. “Not only is the concept of care different, but the environment is changing too,” said Tom Young, MD, (Neonatology). “Improving the environment for families to spend quality time with their babies is very important and the single-room care concept allows us to do that.” This format allows families to spend almost unlimited time with their baby and makes it easier for mothers to breastfeed with privacy. The rooms will also be outfitted with chairs specially designed to facilitate kangaroo care, which encourages as much skin-to-skin holding time as possible between parents and their babies.

“We involved many ‘alumni’ parents, nurses and physicians in the planning process to create an environment that will meet ever-changing patient needs,” said Susan Gutierrez, RN, manager (NICU). “The unit’s ‘Garden of Life’ theme includes artwork, lighting and colors pulled from nature to inspire physical and spiritual growth and the restoration of hope. Patient rooms are arranged in neighborhoods to foster parental unity in the healing process and a sense of belonging.”

As construction wraps up and the February 18 opening day draws nearer, several weeks of orientation are being planned for staff nurses and doctors who will be working on the unit. Special training sessions will also be held for employees across many service lines who will be working on the unit, including environmental services, information services, radiology, laboratory, engineering and others. “This is a significantly different environment than the NICU WakeMed has had in the past,” said Dr. Young. “We want to make sure employees are prepared to adapt to the special needs of the NICU patients and their families.”

**Statewide Withholding Tax Changes Mean Employees Must Complete a New Form**

While we cannot speak for any individual’s unique tax situation, since the state withholding rate has been lowered, many individuals are likely to see a reduction in the amount withheld by the state, even if they are unable to claim any allowances. Human Resources or Payroll will be able to provide guidance for personal tax questions. Please consult a professional tax advisor to discuss your individual circumstances.

WakeMed employees should log in to Lawson Employee Self-Service between December 20 and December 31, 2013, to submit changes to Form NC-4. A quick reference guide on how to access your Lawson web page is available, and a contact number is provided for any questions. Payroll will provide a new NC-4, WakeMed is required to withhold based on a marital status of “single” with zero allowances. Questions? Contact Human Resources at ext. 08141.

**Have You Updated Your NC-4 Tax Form for 2014?**

**New Program Available to Employees and Adult Dependents**

In 2014, WakeMed is excited to introduce a unique, medically-directed weight loss program to help employees work toward a healthier life. Led by Theresa Amerson, MD, (WSP – Apex Medical Group) and Orlando Conty, MD (WSP – Apex Medical Group) this six-month, physician-led program is currently being piloted for WakeMed employees and adult dependents only. Eligible participants will attend one free, two-hour workshop each session once a month and pay only a primary care co-pay for each visit ($15 for WakeMed Health Plan participants). Interested in learning more? Read the Q&A below and look for information sessions taking place in early January!

What makes this program different from other weight loss programs?

Unlike many traditional weight loss programs, medically-directed weight loss programs are designed to foster close interaction between participants and a physician. In addition to physician-led group educational sessions, participants will also meet one-on-one with Dr. Amerson or Dr. Conty. At these monthly meetings, the doctor can adjust your treatment plan, one-on-one with Dr. Amerson or Dr. Conty. At these monthly educational sessions, participants will also meet one-on-one with Dr. Amerson or Dr. Conty. At these monthly meetings, the doctor can adjust your treatment plan, one-on-one with Dr. Amerson or Dr. Conty. At these monthly meetings, the doctor can adjust your treatment plan, one-on-one with Dr. Amerson or Dr. Conty. At these monthly meetings, the doctor can adjust your treatment plan, one-on-one with Dr. Amerson or Dr. Conty. At these monthly meetings, the doctor can adjust your treatment plan, on.

How is the program structured?

Participants will attend one two-hour session each month for six months. Weekly sessions will be offered at Apex Medical Group and at Employee Health on Raleigh Campus. Each session will include:

- **A 30-minute physician-led lifestyle lesson focused on skills that will help you take control of your eating habits and improve your health.** Topics will include nutrition, activity, meal planning, chronic disease management, behavioral aspects of weight issues and more.
- **A brief one-on-one meeting with a physician to discuss your treatment plan and individual goals.**
- **A 30- to 45-minute nurse-led workshop to allow you to practice the skills covered during the lesson and find opportunities to apply them to your life.**

After the six-month course, participants are eligible to re-enroll in the program should they choose to.

How much does it cost?

For each visit, participants will be charged only a primary care visit copay ($15 for individuals on the WakeMed Health Plan). Any recommended medications or prescription food supplements will be an additional charge.

Who can participate?

To be eligible for the program, you must have a body mass index (BMI) greater than 30 or meet other criteria. If you are interested in the program and think you may qualify, call ext. 09100 to be pre-screened and to schedule a 30-minute intake appointment (co-pay required). Intake appointments will be conducted beginning in January at Apex Medical Group or City Center Medical Group.

I’m interested in bariatric surgery, is this program of any use to me?

Yes. In order for bariatric surgery to be covered by insurance, you must have six months of medical weight management, which will be provided by this program. This program will also be of interest to individuals who have recently had bariatric surgery and are looking for additional support following surgery.

How can I learn more?

Information sessions are scheduled for early January. Stay tuned to the WakeMedWeb and WakeMed Weekly for dates.

**Management News**

**Georgia Sumiel, Vice President of Operations, Adds Women’s & Children’s Services Responsibilities**

Georgia Sumiel has been named vice president of Operations and Women’s & Children’s Services, effective November 1. In addition to her existing areas of responsibility, Sumiel’s focus will expand to include leading the women’s and children’s service line, with an initial focus on the Raleigh Campus. In this role, she works with nursing and clinical practice leadership to provide high-level administrative oversight for this important service line, including strategic planning, operational efficiencies and fiscal responsibility.

**Elaine Owens Promoted to Director, Wake AHEC**

Elaine Owens has been named the new director of Wake AHEC. As director, Elaine will provide vision and leadership to guide the Wake Area Health Education Center in the training and support of health care professionals. Owens previously served as director of Wake AHEC’s student, career and research services.

**WITH HEALTHWORKS FITNESS & WELLNESS CENTER**

New Year’s Special - Four-Month Membership for $75!

Healthworks wants to help you start 2014 off on a healthy foot! They will be offering the following January specials:

- Join or renew your membership for three months at $75 and receive one free month.
- Get Trained, Get Fit – Three 45-minute personal training sessions for only $99.

Payroll deduction available.

Healthworks Fitness & Wellness Center is located in the Health Park on the Raleigh Campus. For more information, call ext. 08602 or stop by for a tour.

Hours of Operation: Monday through Friday, 6 am to 7 pm.
Wakemed Foundation celebrates donors at annual gala

With a gift of a Light or Star, you can help make a difference for the patients served at WakeMed Children’s. The Love Light Tree tradition began in 1985 with the generosity of Dr. Bill and Colleen Lee, who donated the first Love Light Tree to the WakeMed Raleigh Campus in memory of their son, Matthew William Lee (March 5, 1979 – November 26, 1984). Today, the tradition continues throughout the year as Love Light Tree donations are made in honor or memory of someone special.

Learn more and make your gift today by visiting www.wakemedfoundation.org.

To help you plan ahead, this calendar lists upcoming system-wide events, training classes and community events. For details and fee information, visit the WakeMedWeb. Send calendar submissions to Public Relations or email microscope@wakemed.org.

Staff Development & Training

Enroll in any of the listed classes via Learning Link or have your manager/supervisor send an e-mail to SDRegistration@wakemed.org that includes your name and employee number, and course name, date(s) and time(s). For information, visit the WakeMedWeb or call ext. 08306. Please note: Some classes require an introductory course or satisfactory completion of an assessment test.

Management Development

Skill Builders Series – Hardwiring Workplace Accountability

– Tuesday, Jan. 7, 8:30 to 10:00 am, Raleigh Campus, Medical Office Building, Ground Floor Classrooms (Code=MDSBS HWA)

Peer Today, Boss Tomorrow – Thursday, Jan. 16, 8:30 am to 12:30 pm, Raleigh Campus, Medical Office Building, Ground Floor Classrooms (Code=MDPTFT)