WakeMed Board Outlines Interim Leadership Plan

Following the departure of Dr. Bill Atkinson as WakeMed president & CEO on October 1, the WakeMed Board of Directors has developed an interim leadership plan to ensure our continued success during this time of transition. The Board is working with an outside firm to identify an interim CEO and conduct a national search for a permanent CEO to lead WakeMed into the next generation is our top priority as we continue to navigate this era of health care reform,” says William H. McBride, Board chair. Until an interim CEO is named, Tom Gettiger, executive vice president & chief operating officer, will lead operations for the health system. Additionally, Doug Vinsel, former chief operating officer of WakeMed, has agreed to a limited consulting role (a few hours per week) for this period to advise the interim CEO when engaged. A search committee comprised of WakeMed leaders, Board members and physicians will also assist in the CEO selection process.

During this time of change and development, WakeMed remains committed to our mission and to our employees and physicians whose work improves the lives of the patients and families we serve. WakeMed will also continue initiatives and projects currently underway. Stay tuned for additional updates, and thank you for your dedication to WakeMed.

Newkirk Wins TBJ Leader in Diversity Award

Anthony Newkirk, manager (Employee Relations & Diversity), was named a Leader in Diversity Award winner by the Triangle Business Journal. Begun this year, the Leaders in Diversity Award program recognizes Triangle businesses, individuals and nonprofits that have demonstrated respect or inclusive treatment of others, advocacy for underrepresented groups and multicultural marketing.

As manager of Employee Relations & Diversity, Newkirk works to promote cultural intelligence, providing employees with resources to adapt to new cultural contexts that they might encounter. “My mission is to encourage diversity through education and nurturing the idea that WakeMed has a culture of respect,” Newkirk explained. “We are constantly on the lookout for ways to embrace the communities and patients we serve.” Since joining WakeMed in 2007, Newkirk has implemented several programs aimed at strengthening our commitment to valuing and respecting differences. These include coordinating community outreach and staff development programs, leading the Diversity & Inclusion Council, and organizing annual Diversity & Inclusion Awareness month activities.

In October, Ray Cheely, MD, and Amarendra Reddy, MD, retired from Raleigh Cardiology. Dr. Cheely was one of the founding members of Raleigh Cardiology, which began in 1979, and Dr. Reddy joined the practice in 1986. During their tenure at WakeMed, Dr. Cheely and Dr. Reddy have had a significant impact on the WakeMed Heart Center programs, their colleagues, and the many patients whose lives they touched. We spoke with Dr. Cheely and Dr. Reddy about their careers and gathered some words of wisdom for their WakeMed family.

Ray Cheely, MD

“The most important thing is to stay focused on our patients. As long as we provide high-quality, cost-effective medical care, we are doing the right thing. It’s easy to get distracted, but we are here because of our patients, and we need to focus on them. It’s also important to tap into the total fund of knowledge to better serve our patients. Doctors and nurses need to be able to ask questions and get advice from colleagues without fear of repercussions, and I’m proud that Raleigh Cardiology encourages such collaboration. Face-to-face interactions are so important when you are trying to solve problems, and working with nurses and other members of the care team can lead to the best, patient-focused solutions. I hope people don’t get so busy that they don’t have time to have those kinds of discussions, because decisions made with the input of a group are often better than those made by individuals.”

Amarendra Reddy, MD

“Whatever you do, you have to do it with compassion. People deal with illness and pain in different ways, but they all deserve to be treated compassionately. No other profession requires that as much as health care does. The most important thing medical professionals can learn is how to communicate on the patient’s level. When you speak to a patient, sit down with them. This shows that you are focused on them much more than if you had the same conversation standing up. I feel privileged to be part of the team that established WakeMed’s cardiovascular program. At first, no one thought the program would survive, but over the years we worked together to build it into what it is today. We were fortunate that (former CEO) Bill Andrews had this vision and believed in the program from the beginning, and it continued to grow under Ray Champ and Bill Atkinson. It’s been very gratifying to be part of all this.”

Influenza Vaccine Policy Takes Effect

Vaccination Mandatory for All WakeMed Employees

In an effort to decrease our employee influenza infection rate and help protect our patients, WakeMed now requires all employees to receive an annual influenza vaccination. As we head into flu season, here’s what you should know about this new requirement:

- Influenza vaccines will be available at no cost to all WakeMed employees, contractors and volunteers. Stay tuned to WakeMedWeb and WakeMed Weekly for information about when and where vaccines will be administered.
- Employees who receive the vaccine elsewhere must provide documentation to Occupational Health.
- Employees who are unable to receive the vaccine due to medical contraindications must submit a medical exemption form by Oct. 25, 2013.

Questions? Contact Occupational Health at ext. 07370 (Raleigh Campus) or ext. 02631 (Cary Hospital).
Welcome New Physicians

For more information about these physicians, visit www.wakemedphysicians.com.

Primary Care/Family Practice/Internal Medicine

- Tehminah Adnan, MD - Knightdale Family Practice
- Jeffrey Urieta, MD - North Wake Internal Medicine
- Reem Alkadh, MD - Falls Pointe Medical Group
- Sinthia Mannan, MD - Fuquay-Varina Primary Care
- Sasha Avery, MD - Garner Primary Care
- Angela Flanagan, MD - Knightdale Family Practice

Specialties

- James O’Neil, MD - Wake Specialty Physicians – ENT – Head & Neck Surgery
- Jason Haag, MD - WakeMed Faculty Physicians – Raleigh Cardiology
- Coryell Perez, MD - WakeMed Faculty Physicians – Obstetrics & Gynecology
- Conor Regan, MD - Wake Orthopaedics
- Deepa Reddy, MD - WakeMed Faculty Physicians – Gastroenterology
- Jonathan Stiegel, MD - WakeMed Faculty Physicians – Neontology
- Rasheeda Monroe, MD - WakeMed Faculty Physicians – Pediatric Outpatient Clinic

Wake Tech Opens Health Sciences Building

Wake Tech Community College recently dedicated a new Health Sciences building near the WakeMed Raleigh Campus. Featuring several floors of state-of-the-art equipment, the building demonstrates the importance of simulation and technological health education. WakeMed’s Center for Innovative Learning helped design the laboratories and train staff on conducting simulations. Congratulations to Wake Tech on opening this new facility!

WOW, WHAT AN EMPLOYEE!

- John Gallagher, manager (Strategic Sourcing), earned his certified resources and materials professional (CRMP) designation from the American Hospital Association.
- Janice Perdue, RN (Imaging Services – Nursing), Donnna White, RN (Imaging Services – Nursing), Erin Magee, RN (Vascular Access Nursing), and Melissa Warwick, RN (Vascular Access Nursing – Cary Hospital) achieved national certification for vascular access.
- Melissa Mirelle (Patient Care Management) received licensed clinical addictions specialist (LCAS) certification.
- Kavita Joshi (Pathology Labs – Cary Hospital) was promoted to senior medical technologist.
- Toena Chavis, RN, and Jasmin Williams, RN, (both of CT/ICU) obtained critical care nursing (CCRN) certification.

The following Environmental Services employees were inducted into the Servig Lewis: One Room at a Time Club for achieving a 100 percent room cleaning score:
- Peggy Duson
- Martel Garcia
- Estoria Bennett-Knox
- Doona Lloyd
- Candace McDonald
- Dorothy Minor
- Zenaida Paras
- Marleny Sorto
- Lee Ann Walsh (Accounting) was promoted to senior financial specialist.
- Elizabeth Penny (READ/Programs) became a registered yoga teacher.
- Jenn Wilder (Acquisitions & New Practices) received a master of health administration degree from Pfeiffer University.

Ready for Anything

Cary Hospital hosted a disaster preparedness drill on Sept. 9 to help prepare leadership and staff for any situation that would cause a hospital evacuation, and the resulting sudden influx of patients at a receiving facility. Organized by the WakeMed Emergency Services Institute (ESI), the drill scenario involved evacuating patients from Raleigh Campus to Cary Hospital, the healthplines and other health care specialties in the region. Approximately 150 participants from across the health system staffed the Drill Game Board to perform real-time triage of the evacuation of the Raleigh Campus, process and place hundreds of simulated inpatients in receiving facilities, and perform an assessment of critical resource needs. “These exercises provide a valuable opportunity for staff from different departments to work together to better understand how to respond to this type of event,” said Barb Bisset, PhD, executive director (ESI). “Every year, we learn so much about our strengths and also our opportunities for future improvement.”

Left to right, Lisa Hubbard, RN, (Emergency Department – North Healthplex); Oral Wise, director (Ambulatory Services); and Dawn Bills, RN, (Emergency Department – Apex Healthplex) during the disaster preparedness drill held at Cary Hospital.

Four New Offices Move into Garner Healthplex

Wake Specialty Physicians – Urology, Wake Specialty Physicians - ENT - Head & Neck Surgery, Carolina Cardiology and Garner Primary Care have moved into to the Garner Healthplex at 400 US Hwy. 70 East.
As WakeMed expands to meet the growing needs of the community, Imaging Services has realigned to better serve patients and physicians. The goal is to provide Imaging Services where we are needed most. All WakeMed imaging sites are accredited by the American College of Radiology. North Healthplex and Cary Hospital are designated Breast Centers of Excellence. This quick reference guide shows what services are available at each location. We welcome any questions and look forward to serving your Imaging needs.

Open Bore MRI available at select locations; call WakeMed OneCall for scheduling at 919-350-7000.

Magnet Champions Get All Hands on Deck

From Retail Services to the Emergency Department; from Pathology to the Women’s Pavilion & Birthingplace, WakeMed’s Magnet Champions represent departments across the entire health system. More than 70 Champions meet every other month to share ways to improve patient care and move us closer to our goal of becoming a Magnet-designated hospital.

In July, the Magnet Champions learned about Patient- & Family-Centered Care, a strategic priority for the entire organization. Champions identified ways to engage patients and families as full partners in the care process while focusing on quality outcomes. Several initiatives emerged from the meeting:

- The North Healthplex Emergency Department began highlighting their peers when they exhibit the values illustrated in our Professional Practice Model (PPM). Each month, employees are recognized based on how they have demonstrated these values. The department also created patient comment cards that are completed prior to discharge. “We feel that we get more feedback from patients this way than if we wait for feedback from the few patients that receive a survey later,” said Jenni Wheeler, RN.
- On 3B - CVSCI, staff invite patients to attend shared decision-making meetings. “Our Magnet Journey includes listening to our patients’ stories and involving them and their loved ones in their care,” said Sandra Van Scoy, RN, manager. “We ask patients to tell us a few things that make their stay excellent and some things that we can improve upon.” The feedback informs the staff and unit leaders about what is truly meaningful and what would make patient and family experiences better.

The September meeting focused on the important role that all employees play on our Magnet Journey. Champions shared strategies for making sure that everyone – no matter their department, no matter their role – has the opportunity to participate in the Magnet Journey. Here are a few ways Champions strive to ensure no one is left behind:

- Stacie Ilkhanizadeh (Development Office) gave a presentation about Magnet at a Case Management staff meeting (pictured above).
- Amy Kent, RN (Chest Pain Unit) created a Magnet Journey Resource Guide – a notebook that is updated after every Champion meeting and includes ‘take home messages’ for staff.
- Debbi Del Corro, RN (Cardiographic Lab) created a bulletin board that includes Magnet-related information and updates (pictured above).

Our Magnet Journey will best be achieved with full engagement from every employee. With ‘all hands on deck’ we will keep moving forward to Magnet designation. Questions about Magnet? Contact Jill Whade, Magnet coordinator, at ext. 65181.
WakeMed Welcomes New Senior Vice President of Physician Services

John Pietkowksi, MD, MBA, was named senior vice president of Physician Services effective October 28. He will provide physician leadership for WakeMed Physician Practices, including planning and directing operations. Dr. Pietkowksi brings expertise in clinical practice as a pediatrician, as well as physician practice leadership. He most recently served as vice president of the Western Region for Carilion Clinic in Roanoke, Va. He holds a master’s in business administration from the University of Michigan, a medical degree from the Albany Medical College, and a bachelor’s degree in aeronautics from the Massachusetts Institute of Technology.

Jeff Abrams, MD, Elected Director for WSP/WFP – General Surgery & Trauma

Jeff Abrams (WSP/WFP – General Surgery & Trauma) was chosen as director of Women & Children’s Services – Raleigh Campus, a position he has held on an interim basis since July 2012. He oversees the Raleigh Campus Women’s Pavilion & Birthplace, NICU, PICU and Pediatrics. Gustavison has over 30 years of nursing experience and holds a master’s degree in nursing from the University of Phoenix and a bachelor’s degree in nursing from Ferris State University.

Bonnie Gustavison Named Director of Women & Children’s Services – Raleigh Campus

Bonnie Gustavison, MSN, RN, RNC, was chosen as director of Women & Children’s Services – Raleigh Campus, a position she has held on an interim basis since July 2012. She oversees the Raleigh Campus Women’s Pavilion & Birthplace, NICU, PICU and Pediatrics. Gustavison has over 30 years of nursing experience and holds a master’s degree in nursing from the University of Phoenix and a bachelor’s degree in nursing from Ferris State University.

Chris Gage was named director of Volunteer, Retail & Guest Services. Gage, who comes to WakeMed from Mountain States Health Alliance in Johnson City, Tenn., will manage WakeMed’s volunteer teams and oversee the gift shops. She earned a bachelor’s degree in public health and a master’s degree in business administration from East Tennessee State University.

When an April storm damaged Hilltop Home, a private, nonprofit residential care facility located near the Raleigh Campus, 19 children with severe/profound developmental and medical disabilities had to be evacuated immediately. WakeMed leadership and employees sprang into action and created a temporary shelter in the Health Park gym where the children, aged 5 to 15, lived for three days.

As a token of appreciation, Hilltop Home caregivers worked with the children to make a unique piece of artwork and presented it to WakeMed. Each heart was handmade and many of them represent the children’s personalities—music notes reflect one child’s love for music, and shiny moon shapes were used by another who has difficulty sleeping. The artwork recognizes the WakeMed employees who went above and beyond to make certain the children and caregivers were well cared for during their stay.

Members of the N.C. State University football team stopped by the WakeMed Children’s Hospital in September. Thanks for visiting, Wolfpack, and good luck this season!

WakeMed’s volunteer teams and oversee the gift shops. She earned a bachelor’s degree in WakeMed from Mountain States Health Alliance in Johnson City, Tenn., will manage Chris Gage, RN; Claire Moritz, JD, caught sight of the medical records department’s simple filing system—colorful, numbered stickers on each file to aid in organizing—and decided to do something similar in her own office. More than 27 years later, Moritz’s filing system hasn’t changed, and it has helped keep tabs on the 8,000 files she’s opened over the years. Moritz was raised near Washington, D.C., and though both of her parents are lawyers, she didn’t grow up planning to follow in their footsteps. Moritz studied special education at Boston University but decided being a classroom teacher wasn’t right for her. She then attended Duke University School of Law where she became interested in health care law. After graduation, Moritz accepted a job with a Raleigh firm that specialized in health care law, including medical malpractice. She enjoyed the job, but after a few years she started thinking about working for a health care organization where she could be proactive in reducing risk and legal exposure, rather than working reactively after an incident had occurred. As fate would have it, it wasn’t long before she heard that WakeMed was creating a vice president of legal services (later general counsel) position, for which she was hired in 1986.

As general counsel, Moritz is responsible for making sure WakeMed operates within legal boundaries by helping the business and operations teams understand ever-changing laws and regulations. She is also the go-to person for all legal concerns related to WakeMed and consults with employees who have work-related legal questions. Moritz maintains an open door policy for WakeMed employees who have legal concerns and sees great value in hearing from everyone in the organization. The most rewarding part of the job, she says, is using the law to help people. “I’ve been a part of something that changes lives. I don’t know that it gets any better than that for a lawyer,” she explains. To meet WakeMed’s legal needs, Moritz has assembled a team of hardworking legal minds. Though all of these lawyers work for law firms, this legal ‘department’ is an integral part of WakeMed. “They handle any issues that would benefit from in-house expertise but delegates many others to outside counsel. ‘I know enough to know when to ask for help. Having this excellent team means we have greater depth of expertise when we need it.”

Outside of work, Moritz lives a fairly quiet life in Chatham County. She and her husband, Danny Addison, live on five wooded acres where there is plenty of wildlife, but no neighbors to be seen. She exercises daily and, along with her husband and another friend, competes in relay triathlons. New challenges have never been daunting to Moritz, who thrives on finding adventure. She and her husband are avid travelers and have been to Africa, Patagonia, Australia, New Zealand and just this past summer, Ecuador. Moritz is also very fond of animals, and over the years she has adopted several dogs who were in need of a home.

With nearly three decades of service to WakeMed, Moritz is currently the longest-serving executive in WakeMed’s history, and it has helped her keep tabs on the 8,000 files she’s opened over the years. Moritz is currently the longest-serving executive in the health system. Over the years, she’s seen many changes to the organization, but she’s also seen how many things stay the same. “The culture and mission of WakeMed are its enduring strengths. They keep us all together, and that’s what keeps me here.”

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As benefits open enrollment begins, please be aware of several important changes to our benefit plans for 2014. In addition to our annual open enrollment, the Health Insurance Marketplace opened October 1. Visit www.healthcare.gov to learn more about the Health Insurance Marketplace.

For more in-depth information about benefits offered through WakeMed, please refer to your Employee Benefits Handbook or contact the Benefits department in Human Resources at ext. 08143 or benefits@wakemed.org.

Medical Plan Changes
Employees will see a minimal increase in the 2014 medical premiums and deductibles. WakeMed has lowered copays for WakeMed primary care providers and specialists, removed the deductible for chemotherapy and radiation treatments for all in-network providers, and implemented a true out-of-pocket maximum. The money you spend for your deductible, co-insurance and all copays will now go toward your out-of-pocket maximum. However, we have also increased deductibles, introduced co-insurance for some items at WakeMed facilities and made some changes to emergency room and prescription coverage.

WakeMed has a comprehensive network of physicians and specialists to meet the health care needs of your family. To find a provider near you, go to www.wakemedphysicians.com. By using WakeMed providers, you can reduce your out-of-pocket expenses.

Dental Plan
Dental premiums will increase in 2014 as WakeMed had to evaluate the rising cost of benefit plans across all areas. WakeMed continues to offer an extensive dental plan including orthodontia coverage for employees and dependents and a dental rewards program that allows employees to increase their annual dental maximum.

Life Insurance
Employees will not see an increase in their supplemental life/AD&D or dependent life insurance rates in 2014. In addition, the guaranteed issue amount for supplemental life insurance has increased from $350,000 to $450,000. Employees can increase or decrease their amount of life insurance coverage during open enrollment. Suplemental life insurance coverage exceeding $450,000 and increases greater than two coverage levels will be subject to evidence of insurability and must be approved by your insurance provider.

Short-Term and Long-Term Disability
Short-term disability rates will not change for 2014. Employees can add or remove short-term disability coverage during annual open enrollment. Those who add coverage after their initial eligibility period will be required to provide evidence of insurability. WakeMed will continue to pay the cost of the long-term disability benefit for full-time employees. Part-time employees may elect to purchase this coverage during open enrollment. Elimination periods and evidence of insurability rules still apply.

Elimination of Three-Quarter-Time Employee Classification
Effective January 1, 2014, WakeMed will combine the full-time and three-quarter-time employee classifications. This will result in lower medical and dental costs in 2014 for employees scheduled to work between 30 and 35.5 hours per week, as their premiums will now reflect the lower full-time rates. Eligible three-quarter-time employees will also see a $500 WakeWell premium credit applied to their medical premiums and will qualify for higher tuition reimbursement rates. There is no action necessary for affected employees or management to make the classification change. Look for additional details about this change in the coming months.

Tuition Reimbursement
WakeMed is committed to helping employees achieve their educational goals and is proud to continue tuition and specialty certification reimbursement in 2014. Employees are eligible to apply for reimbursement after they have completed 12 months of employment at WakeMed. Contact Workforce Development in Human Resources at ext. 04470 for more information.

PDO
PDO sell-back & donation programs will continue in 2014. During open enrollment, eligible employees with at least three years of service and 160 accrued hours may sell up to 160 hours of PDO. Employees with at least three years of service and 160 hours may participate in the PDO donation program. Certain restrictions apply.

Dependent Eligibility
As a result of health care reform, many organizations are removing spousal coverage from their medical plans. WakeMed is proud to continue offering an extensive benefits package to employees and their families. Employees should review their dependents and make appropriate changes during open enrollment. Eligible dependents include: legally married spouses and children/stepchildren up to the age of 26 (regardless of student status). Unmarried children over the age of 26 are also considered eligible if they are deemed medically handicapped prior to age 26.

Flexible Spending Accounts (FSA)
FSAs provide tax-free savings on eligible expenses and give employees more ways to save money. WakeMed offers both a Health Care Spending Account (HCSA) and a Dependent Care Spending Account (DGSA). Employees must re-enroll in both the HCSA and DGSA each year they wish to participate. For more information, please visit www.imsflex.com.

In 2014, WakeMed is excited to partner with a third party health care solutions company that will support WakeMed as we implement several new wellness programs aimed at helping employees better manage their health. Participants in the WakeMed BCBSNC medical plan may be contacted by their primary care doctor or a Care Advisor in the coming year to discuss ways to improve their well-being. Care Advisors will work closely with the member’s primary care doctor to improve quality of care and patient outcomes.

Privacy
WakeMed is committed to your privacy, and employees can be assured that their personal information is safe. WakeMed Human Resources will not have access to any of your personal health information, even if you are a patient of WakeMed physicians.

As we look forward to these and other new programs, it is important to remember who has the biggest impact on your health: You. When we live healthier lives, health care services are provided more effectively which results in lower health care costs for everyone.

Employee Benefits – What’s New for 2014?
As benefits open enrollment begins, please be aware of several important changes to our benefit plans for 2014. In addition to our annual open enrollment, the Health Insurance Marketplace opened October 1. Visit www.healthcare.gov to learn more about the Health Insurance Marketplace.

Call 800-621-6090 to schedule a personal appointment with a benefits and wellness counselor. Benefits Fairs
Please join us at the Benefits Fairs for prizes and helpful information about your WakeMed benefits and the Healthcare Reform Act!

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RALEIGH CAMPUS
Tuesday, October 22
Andrews Center
7:30 am to 4 pm

CARY HOSPITAL
Monday, October 21
Conference Center
7:30 am to 2 pm
**WakeMed Health & Hospitals**

3000 New Bern Avenue
Raleigh, NC 27610

**ADDRESS SERVICE REQUESTED**

**Peoplefluent User Training**
– Human Resources will offer Peoplefluent user training sessions in November for newly hired or newly promoted managers and supervisors. This class is designed to provide introduction to the applicant tracking system as well as reference tips and tricks for quick navigation. Register via Learning Link (Code=CPTF3).
- Nov. 5, 2013, 8:30 to 11:30 am, Raleigh Campus Medical Office Building, Training Room #4
- Nov. 7, 2013, 1 to 4 pm, Cary Hospital IS Training Room, Points West 4/5

**JDRF Walk to Cure Diabetes**
– Saturday, Nov. 2, from 8:30 am to noon, Time Warner Cable Music Pavilion. Proceeds from this event benefit the Juvenile Diabetes Research Foundation (JDRF) in their search for ways to prevent, treat and ultimately cure type 1 diabetes. The walk begins at 10:30 am; registration starts at 8:30 am. Sign up online at www.jdrf.org and email Lisa Lowe at llowe@wakemed.org to make sure you are on the WakeMed team.

**Wellness Wednesday Healing Touch Level One Class**
– Nov. 9 & 10, Cary Hospital, Conference Center. Learn the art of Healing Touch. This class is open to all who are interested in this nursing modality. For more information contact Lauren Mayr at 919-522-8770.

**Masquerade Jewelry Sale**
– The Volunteers at WakeMed Raleigh Campus will host a Masquerade Jewelry Sale on Monday, Dec. 9, from 7 am to 4 pm in the Andrews Medical Office Building, Training Room 4.

**Wake Med Health & Hospitals**

**WakeMed Foundation Appreciation Gala**
Saturday, November 16, 2013 Raleigh Convention Center
Call (919) 350-7676 or visit www.wakemedfoundation.org

**PBCN Education Series**
- Helping Clients and Their Loved Ones Prepare for Anxiety Treatment — Friday Oct. 18, 2 to 4 pm, The Herald Sun, Durham
- Eighth Annual Time is Brain: Advances in Stroke Care — Saturday, Oct. 19, 8 am to 2:30 pm, Andrews Center
- PG – Sure Bet One: What To Do About Problem Gambling — Thursday, Oct. 24, at 8:30 am through Friday, Oct. 25, at 5 pm, McKimmon Center, N.C. State University
- Family of Origin Issues in Couples Therapy — Friday, Oct. 25, 9 am to 4:30 pm, McKimmon Center, N.C. State University

**WakeMed Employees**

**Connecting the DOTS: Promoting Critical Thinking in Nursing**
– Tuesday, Nov. 5, 10 am to 3 pm, Methodist Home for Children

**Fundamentals of Chronic Pain Management**
– Saturday, Nov. 9, 8:25 am to 2 pm, Andrews Center

**AHEC Veteran Mental Health Project**
Free webinars sponsored by N.C. AHEC and CSSP — go to www.ahecconnect.com/citzensoldier

**Mental Health Series (nursing and psychology credits available)**
- Treating the Invisible Wounds of War
- Issues of Women Returning from Combat
- Understanding Military Family Issues
- For Physicians (AMA credit available)
- A Primary Care Approach
- For Employee Assistance & Human Resource Professionals (IAACC, PDH and HRCI credits available)
- Employee Assistance in the Civilian Workforce
- For Optometrists & Ophthalmologists (COPE credit available)
- Recognizing the Signs of Mild Traumatic Brain Injury during Routine Eye Examinations

**Nursing Education**

**The 13th NCAHC Annual Education Conference: Treatment Adherence and Communication in the Age of ACOs and Healthcare Reform**
– Wednesday, Oct. 30, 8:45 am to 5 pm, Embassy Suites Raleigh/Durham, Cary

**Science 2013 Clinical Microbiology Update**
– Friday, Nov. 1, 4:15 pm, Andrews Center

**Golfing for a Good Cause**
Join The Volunteers at WakeMed Cary Hospital for a round of golf on Monday, Oct. 21, and support their patient and community programs and services. Their 15th Annual Golf Outing will take place at MacGregor Downs Country Club. Registration fees are $130 per player or $520 per foursome:
- 10 am – Check-in
- 11 am – Shotgun start
- Cocktails (cash bar), hors d’oeuvres, raffle winners and championship presentation immediately following your round of golf
For more information or to register, email jkennedy@wakemed.org or call 919-350-4088.

**WakeMed 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 Public Relations 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, or write WakeMed, Microscope, Public Relations Department, 3000 New Bern Avenue, Raleigh, NC 27610.

Kate Wilkes, Editor
WakeMed Employees, Photos