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Center SCAN

Professional pursuits keep lab's med tech busy

“Yvonne? It's a pleasure to have had the chance to work with her,” said Dr. Roslyn Yomtovian. “She goes above and beyond what is expected of someone in her position.”

Yvonne Schrank, medical technologist in the laboratory blood bank, has an unusual level of professional involvement. In addition to her training and continuing education activities in the blood bank she has served on the state blood bank board of directors and has given oral presentations for the American Association of Blood Banks. This year she was one of six presenters nationwide who staged a workshop on “Improving Transfusion Practice—The Role of Quality Assurance” for the AABB's national convention in New Orleans. She and Yomtovian together have published several articles in professional publications, and they have written a chapter for an academic type text due to be published in December '89.

Schrank's motivation to be involved in professional activities at a state and national level is twofold. One, she wants to find out what is happening across the country and bring back the best ideas to be considered for Saint Cloud Hospital. And two, she thinks Saint Cloud Hospital is a good hospital, and she wants to make that fact known.

Yomtovian left St. Cloud for Ohio in 1988, but she remains in touch with Schrank and shares her high opinion of the SCH laboratory blood bank. “It compares well with any blood bank anywhere,” Yomtovian said. The book chapter they are writing concerns pre-deposit autologous blood programs, which allow patients to donate blood prior to surgery during which they can



then receive their own blood back. Saint Cloud Hospital began its program before the AIDS scare. Most similar programs began as a result of the AIDS scare, and so have less experience.

“When I came here from Memphis, about ten years ago, it seemed like there was a brotherhood of Twin Cities hospitals and Rochester,” Schrank said.

“Well, I want us to join that fraternity, because I think we are a very fine hospital. And I think the Twin City hospitals, Rochester and Red Cross have begun to accept that.”

Professional activities help keep Saint Cloud Hospital's laboratory in touch with health field advances, and also increase the respect other professionals have for SCH, believes Yvonne Schrank.

Holly Ball and Tree Festival attendance climbs



In the midst of a Minnesota cold snap this year's Holly Ball and Tree Festival was a sizzling success. Nine hundred eight dinners were served, which made it the largest Holly Ball attendance yet. Over 1,100 people visited the Tree Festival, at which they enjoyed music by a variety of local performers, and saw 26 beautifully decorated trees.



New computer system starting up

The hospital is about to enter phase I of a two-phase computer upgrade. Phase I involves the installation of an IBM AS400 model 45 computer in December, 1989, and an IBM AS400 model 60 in mid-1990. These computers will take care of the hospital's computerized financial systems, such as patient accounting, payroll, materials management, medical records and accounts payable/general ledger. The model 45 will be used for the

conversion from the hospital's present system to the new system. In July, that computer will be supplemented by a model 60, which will accommodate 24 hour per day operation.

(Phase II, which is still in the developmental stage and not expected to happen for another two years, will be more directly related to patient care, and may involve the installation of bedside terminals.)

The IBM hardware is driven by GTE software specially written for the health care industry. Employees in several departments will need to be trained on the new system, including staff in the business office, medical records, admitting, accounting, materials management, administration, data processing, and

payroll and employment. "It will take a very substantial effort on their part to become knowledgeable on the system," said John Seckinger, chief financial officer.

The main advantages of the new system are that it will provide electronic files, instead of the current paper files; it will reduce storage space, improve access to and analysis of financial information, and quicken completion of financial processes.

The advantages come with a cost, which has included two years of investigation prior to the system selection, and a price tag of roughly \$2,300,000 for phase I.



As nursing practice evolves it's important that Saint Cloud Hospital's nurses stay in touch with the best ideas. Part of that effort brought Lynda Juall Carpenito, a leading advocate of the nursing professional, to SCH. Carpenito consulted with nurses and gave a presentation on nursing diagnosis.

Respected nursing consultant shares expertise with SCH

"Expert, funny, passionate." That's how Beth Honkomp, manager, critical care unit, described Lynda Juall Carpenito who visited Saint Cloud Hospital recently to consult with the nursing department on the use of nursing diagnosis.

One step in the nursing process, nursing diagnosis is a way to categorize problems that nurses may care for independently such as skin integrity (for example: bed sores) and self-care deficit (the patient's ability to feed, bathe, dress or toilet).

Carpenito is internationally known and widely respected in nursing diagnosis and professional nursing. Her expertise is evident in her more than 300 papers and 600 workshops and seminars worldwide. Her publications include "Nursing Diagnosis/ Application to Clinical Practice" and "Handbook of Nursing Diagnosis."

According to Honkomp, "Nurses are responsible for assessing and describing those patient problems that nurses can care for independently." But unlike medical diagnosis which has a well-defined classification system, the nursing diagnosis classification system is continuing to evolve.

Because it is such a complex subject,

SCH offered basic and intermediate classes in nursing diagnosis prior to Carpenito's visit.

The subject is an important one for nurses throughout SCH. According to Honkomp, shorter stays and other factors have made the traditional multi-page care plans obsolete. "What we need is a practical, realistic plan that's useable," she said.

SCH formed its own Nursing Diagnosis Task Force in November 1987. At least one nurse or nurse manager from every unit is a member of the Task Force. The Task Force has worked on incorporating nursing diagnosis into professional nursing practice at SCH. Carpenito's visit was the most recent result of their efforts.

Carpenito suggested the use of standards which identify the routine aspects of care thus allowing time to address individual patient needs. For example, a standard would identify what is considered routine or normal for a cardiac surgery patient. With the standards identified, the nurse could then focus on the patient's individual needs. So the standards become a workable document that directs nursing care.

What does this mean for patients? Roxanne Wilson, manager, mental

health unit, said nursing diagnosis will help individualize patient care. "It will provide a tool for improved communication between nurses which will enhance the consistency of care," she said.

According to Honkomp, Carpenito was impressed with the enthusiasm to implement nursing diagnosis at SCH. Carpenito will send a summary of recommendations to the Nursing Diagnosis Task Force. These recommendations, plus the enthusiasm and inspiration generated by her four-day visit, will help develop nursing diagnosis practices at SCH.

"The whole process has increased awareness and understanding of nursing diagnosis as well as motivation to use it in professional nursing practice," Wilson said.

Honkomp hopes the shift toward nursing diagnosis will encourage greater professionalism and that nurses will "internalize what is professional nursing practice."

One comment made in response to Carpenito's visit sums it up best. "It makes me feel good to be a nurse!"

—Lori Hilger

Nursing research committee forms

Research. It's a word that looms large in many of our minds. We think back to the time in high school or college when we had to write that dreaded paper for our English 101 class. For many it was one of the most unpleasant tasks of the school year.

A new group has formed at Saint Cloud Hospital (SCH) which looks at research in a whole different light. To them, it's fascinating, it's intriguing, well, it's downright EXCITING!

This group is the Nursing Research Steering Committee which formed in August. It is the brainchild of Roberta Basol, critical care educator; Dick Beaström, PACU manager; Diane Spaniol, nurse clinician; and Amy White, RN in ICU, who all happened to be at the same research workshop last spring.

"We all put our heads together and decided we should form a committee so Saint Cloud Hospital could take a formal approach to nursing research," said Beaström, committee chairperson. "Nursing doesn't have a broad enough base of research to base our practice on, but it's really starting to blossom."

Their first step was to establish membership. Right now the group has 17 members from staff nurses to a vice president. Beaström says membership is open to anyone who is interested in research. The only requirement is that members be RNs.

They meet once a month. So far they have established a list of short, inter-



Post anesthesia care unit manager Dick Beaström is conducting a research study on patient warming.

mediate and long term goals, and have begun to determine their charter with rules, regulations and policies. "We hope to be an official standing committee with funding by July 1, 1990,"

Beaström said.

The committee's goals are as follows: **SHORT TERM** (accomplish in one year)

- Develop a biography of resources
- Identify a uniform approach to reviewing research
- Review members' research projects
- Determine current scope of research projects at SCH
- Consult with established nursing research committees in the region

INTERMEDIATE GOALS (accomplish in one to three years)

- Promote clinical nursing research with a goal of three to five new projects initiated
- Apply completed research projects to nursing practice at SCH

- Assist in the publication of at least one research project in a national nursing journal
- Seek out and acquire one funding source outside SCH for grants
- Conduct at least two inservices on nursing research projects
- Serve as a resource to staff on research projects

LONG TERM GOALS (accomplish in three to five years)

- Establish a paid position as director of nursing research at SCH
- "We feel our nursing practice will be the best it can be if we're working on research—reading materials, watching others. We look at what's being done best. We want our end result to be improvement in patient care," Beaström said.

— Diane Hageman

Master site/facility plan in progress

The hospital's master site/facility plan continues to be a matter of discussion.

A preliminary report was presented at the Board's annual planning retreat on October 25.

Some of the report's observations were obvious: the site is long and narrow; options for expansion are restricted; there is a deficient number of spaces for outpatient and visitor parking. Some observations cut to the quick:

the surgical unit is as far from surgery as possible; the orthopedic unit is as far from main physical therapy as possible; facilities are not outpatient friendly.

The goals listed in the report were to relieve space pressures; accommodate new / expanded services; integrate service location with parking; improve zoning of activities; and become user friendly for outpatients.

Together with consultants Hans Tronnes Associates, the hospital is

preparing a working draft that would be acceptable for discussion and comment by medical staff and the various departments, said Paul Gray, senior vice president. The working draft will be reviewed by executive council before being released for comment. "If that working draft is acceptable, it should be circulated to departments in December with the hope that after discussion it can be finalized some time early in 1990," Gray said.

Breakfast with the president

It was an unusual group that sat around the table in Riverfront B.

Telecommunications was represented, as were plant and environmental services, public relations, nursing, therapeutic recreation and other departments. These were people not used to sitting together, especially not with hospital president John Frobenius.

But breakfast with the president became a possibility for all employees when Frobenius started the program early in 1986. Breakfasts are planned for most months, and 25 employees are invited to each. Since 1986 hundreds of employees have been chosen at random to sit down to breakfast with Frobenius and discuss hospital issues from their different perspectives.

On this particular day, Frobenius explained how physician recruitment was likely to influence the development of the oncology and neurosurgery pro-

grams. He explained how third party payment schedules have made it difficult for the hospital to attract medical staff to St. Cloud, and how he tries to deal with that. He also discussed the impact of current census trends and the status and issues associated with the hospital master site plan.

In addition, he took note of employee concerns. Terry Freese, building/grounds, expressed concern about the hospital's back-up power generating system, which was damaged months earlier by lightning and still had not been repaired completely. Greta Leen, admitting, was concerned that patients' privacy was being threatened by the openness of the emergency trauma unit's admitting area.

The discussion went on for about an hour. Then, fed, and with their questions answered, everybody went on to other work.

Helicopter halted

For months, hospital staff had heard rumors about helicopters. Before long Saint Cloud Hospital would have its own helicopter, people were saying.

But in mid-November the hospital decided against obtaining a helicopter. The decision was made with the assistance of a consulting firm which specializes in hospital-based helicopter programs.

There were two crucial issues to consider, according to administrative fellow Scott Thoreson. The first was financial.

Billing on actual patient transport would not come close to paying the cost of providing a helicopter. The subsidy needed to pay for the helicopter was estimated to be close to a half-million dollars. The second crucial issue was physician availability. It was not certain that there would be enough physicians to adequately treat the increased trauma load being delivered by the helicopter service.

Having a helicopter has been dropped from the hospital's plans for the near future, but it remains a possibility for some other time.

According to manager Jim Forsting, the old name didn't mean much to the general public. "Recovery Plus better encompasses what we really do here — help ensure our clients' recovery *plus* show them the many benefits of a chemically free lifestyle," he said. Forsting said the services will not change, but he expects the new name will make it easier to market chemical dependency services at Saint Cloud Hospital.

RECOVERY PLUS
Chemical Dependency Services



The Alcohol & Chemical Dependency Center has changed its name to Recovery Plus.



William (Bill) O'Connell

Senior Helping Hands volunteer receives McKnight Foundation Award

Senior Helping Hands volunteer William (Bill) O'Connell is a 1989 recipient of a McKnight Foundation Award in Human Service. Senior Helping Hands is a Recovery Plus program designed to serve older adults who may be experiencing chemical dependency or mental health problems.

O'Connell was one of ten individuals in Minnesota recognized for their significant contributions in the human services by directly assisting others to become productive and participating members of the communities in which they live.

O'Connell was cited for the time, energy, and support he gives to low-income senior citizens as a volunteer with Senior Helping Hands, the American Association for Retired Persons, and other organizations. According to the McKnight Foundation, "Bill brings the gift of sobriety and recovery from chemical dependency to troubled seniors through home visits, transportation, and non-judgemental listening. He assists older adults with completing medical and tax forms, insuring that seniors get the most from their health care dollars. In these and countless other activities, Bill is an advocate and spokesman for vulnerable senior citizens."

O'Connell received a \$5,000 cash award which he divided equally after tax to make a significant contribution to the Senior Helping Hands program.

New publication has Hospital News

You've probably noticed there's a new publication distributed at Saint Cloud Hospital. The *Hospital News of Minnesota* first appeared in racks in September.

According to publisher Steve Swartz, *Hospital News* is intended to help readers be more aware of day-to-day happenings in health care throughout Minnesota. It's a forum to share health care news, express concerns and be recognized by peers and the community at large. "Our goal is to produce a newspaper which highlights and recognizes the professionals, events, programs and medical developments in Minnesota's health care community," he said.

Each month, *Hospital News* contains several features including an in-depth health care topic, a column from the Minnesota Hospital Association, as well as columns from accountants, attorneys and financial consultants. Plus, *Hospital News* profiles a different Minnesota hospital monthly. A profile on SCH is scheduled to appear in the December issue.

Hospital News is produced in Minnesota, but because it's part of a national network of newspapers it can deliver health care news from around the country.

Hospital News is provided at no charge to hospitals, clinics and nursing homes throughout Minnesota. Look for the racks and pick up your copy today.

— Lori Hilger



Hospital News racks are in hospital lobbies and the Riverfront Dining Room.

BENEFIT WISE

Year-End Benefit Review Checklist

The following is a checklist of some items you may want to complete as the calendar year draws to a close.

— Medical Coverage

Open enrollment is from 12/01/89 to 12/22/89, if you wish to make changes to your medical coverage. (To be eligible for coverage, you must be hired for 32 hours per pay period.)

— Medical/Dependent Care Expense Reimbursement

If you wish to participate during 1990, you must complete an enrollment form by 12/22/89.

— Tax Deferred Annuity (TDA) Participants

Review your TDA status with the Copeland representative.

— W-4 Tax Exemptions

Review the number of deductions you're claiming. We encourage you to contact your personal tax advisor for review of exemptions. The Copeland representative is also available to answer certain questions you may have.

— Employee Benefit Package

Review benefit package and your employee benefit profile.

Additional information and forms are available in the Benefit Resource Center on 5 North.

AN EVENING ON THE *Mississippi*

An internal celebrity event committee has been looking at several exciting talent possibilities. As soon as a contract offer is accepted by a performer a formal announcement will be made to all employees.

The event will be similar to last year's, an evening of great entertainment accompanied by a special gala reception. The department or program to benefit from the event is yet to be named.

The public relations department hopes it will receive the necessary support and enthusiasm from hospital employees to insure a successful event. As the event gets closer, Marge Parry, special events coordinator, will ask for volunteer help.

Keep June 2nd open for another fabulous Evening on the Mississippi.

Mark your calendars now. The second Celebrity Event will take place on Saturday, June 2, 1990, at the St. Cloud Civic Center.

Promotions

Elizabeth Bartos, clerical assistant, employment, to secretary/receptionist, Recovery Plus Journey Home.

Bradford Beckers, trainee transcriber, ETU, to unit secretary-receptionist.

Susan Benson, human resources clerk, human resources, to records/information clerk.

Mary Bozzo, medical technologist, laboratory, to medical technologist II.

Cathryn Carlson, medical technologist, laboratory, to medical technologist II.

Anne Deters, trainee transcriber, to transcriber.

Victoria Dinndorf, medical technologist, laboratory, to medical technologist II.

Lisa Edenberg, medical technologist, laboratory, to medical technologist II.

Catherine Erickson, staff occupational therapist, OT, to sr. occupational therapist.

Barbara Euteneuer, trainee office clerk, billing & collection, to office clerk.

Donna Gasperlin, senior office cashier/CMMS, billing & collection, to supervisor, CMMS.

Kellen Gruber, washer operator, laundry, to lead washer operator.

Anita Herold, medical technologist, laboratory, to medical technologist II.

Mitchel Imholte, maintenance worker II, plant services, to maintenance worker I.

***Clare McIntyre**, food service aide, nutrition services, to baker.

Beverly Moog, medical technologist, laboratory, to medical technologist III.

Nancy Orthman, food service aide, nutrition services, to nutrition assistant.

Patty Popp, data entry operator, information services, to trainee transcriber, ETU.

Robin Robotceck, secretary, education/professional development, to education assistant.

Linda Stadtherr, medical technologist, laboratory, to medical technologist II.

David Trettel, medical lab technician, laboratory, to medical technologist I.

***Marilyn Weninger**, counselor, pain management, to staff psychotherapist, Counseling Center.

***Brady West**, nursing assistant, float pool, to orderly.

Debra Westerberg, medical technologist, laboratory, to medical technologist III.

Dorothy Wilson, staffing coordinator, nursing service, to trainee scheduling coordinator.

Joseph Wright, medical technologist, laboratory, to medical technologist II.

*Will work both positions

Achievements

Saint Cloud Hospital's **blood bank** was granted renewal of its accreditation by the American Association of Blood Banks (AABB). Accreditation follows an intensive on-site inspection by specially trained representatives of the Association and establishes that the level of medical, technical and administrative performance within the facility meets or exceeds the rigorous standards set by the AABB.

Patricia Anderson, CRNI, nursing supervisor, became nationally board certified through the Intravenous Nurses Society.

Mary Ahles and **Diane Voigt**, OR, passed their certification tests to become certified surgical technicians.

Dona Bloch, RN, **Diane Salzer**, RN, and **Linda Saupe**, RN, ETU, passed the Trauma Nurse Care course.

Rhonda Dingmann, RN, **Kristin Kleinschmidt**, RN, and **Joann Stradtmann**, RN, telemetry, successfully completed their licensing exam.

Alice Frechette, medical records, became president of the MN Medical Record Association.

John Frobenius was elected secretary/treasurer of the Minnesota Hospital Association. Frobenius is a member of the MHA board of trustees and serves on the Association's Government Relations Committee. The MHA represents all of the state's public and private non-profit hospitals. It offers its members a broad range of services to help keep them informed of changes in the health care industry.

Shelley Gurbada, RN, BSN, and **Cindy Sandberg**, RN, BSN, Family Birthing Center, successfully completed the International Board Certified Lactation Consultant Exam.

Merilee Helfinstine, **Karen Kalhagen**, **Melissa Schmidt** and **Robin Weisberger**, laboratory, passed the national certification exam in medical technology.

Beth Honkomp, manager, critical care, was named 'Critical Care Nurse of the Year' by the Central Minnesota Area Chapter of the American Association of Critical Care Nurses.

John Konz was nominated President of the MN Assoc. of Nurse Anesthetists, and **Jerry Boldon** was nominated its director.

Anne Lacroix, RN, operating room, passed her nursing state boards.

Ken Lock, RTR, received the Minnesota Radiologist Society Award for District III of the Minnesota Society of Radiologic Technologists.

Anne Rich, RN, MSN, home care, was selected by the Oncology Nursing Society to speak on "The Relationship Between Cancer in the Elderly and Family Stress and Coping" at the 15th Annual Congress in Washington, DC.

Pam Scheel, RTR, received the Minnesota Society of Radiologic Technologists Technologist of the Year award on September 22 at the MSRT's Annual Education Conference in Bemidji.

New Management

Colleen Reilly-Carlin became the catering manager for nutrition services. Before coming to SCH, Carlin was with U.S. Restaurants as the catering manager of the Minnesota Horse and Hunt Club at Prior Lake.

Gary Kraft became the construction manager. Before coming to SCH, Kraft was vice president of construction with Miller Construction in St. Cloud.

Bernie Maus became the assistant manager of Health Systems Institute. Before moving to this position, Maus was HSI's nutrition clinic coordinator.

Jim Painter became the manager of employment and employee relations. Before moving to this position, Painter was manager of education and professional development.

Deborah Sorem became the assistant manager of clinical nutrition. Before coming to SCH, she was director of nutrition services at St. Benedict's Center, St. Cloud.

Tracy Spry became the Building and Grounds manager. Before coming to SCH, Spry was director of building and grounds at St. Michael's Hospital in Steven's Point, Wisconsin.



Colleen Reilly-Carlin



Gary Kraft



Bernie Maus



Jim Painter



Deborah Sorem



Tracy Spry

center scan

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VHA.

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Complimentary turkeys

The hospital will be distributing complimentary turkey coupons in time for Christmas. After receipt of their coupons, employees will be able to pick up their turkeys from Coborn's or Cashwise between December 13 and January 6.

