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July 1991

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*Published for the employees, medical staff and volunteers of Saint Cloud Hospital.*



*Among those donning hard hats for the groundbreaking ceremonies were prioress and Corporate Board member Sister Mary Reuter, vicar-general and Corporate Board member Rev. Daniel Taufen, St. Cloud mayor Chuck Winkelman, Board of Directors chair Sister Dolores Super, Chief of Staff James J. Hansen, M.D., senior vice president Paul Gray, and president John Frobenius.*

## Medical Plaza Groundbreaking



Approximately 70 people attended the June 6 official groundbreaking for the new Medical Plaza. Representatives from the plaza architects, construction company, hospital, hospital sponsors and community attended the ceremonies, which ended with refreshments under a large tent.

The 247,000 square-foot Medical Plaza will include nine floors (seven floors above ground level and two floors below). Four floors will be used for SCH outpatient services and the top three floors will be leasable medical offices. The remaining two floors will house mechanical equipment, as well as storage and maintenance areas.

"In order to meet the expanding health care needs of Central Minnesota we need a place for outpatient services to grow and a place to develop new outpatient centers to deliver care more effectively," said Paul Gray, senior vice president. "This building represents a truly dramatic step forward in the delivery of health care in Central Minnesota."

The outpatient services portion of the building will include:

- A Cancer Center designed to bring doctors specializing in radiation therapy and medical oncology together with other SCH cancer services.
- A Surgery Center offering separate, enlarged facilities designed to accommodate outpatient surgeries.
- A Heart Center, designed to bring together diagnostics, cardiac rehabilitation, and cardiac catheterization laboratories.
- An Emergency Trauma Center expanded to handle major medical, surgical and psychiatric emergencies, as well as more routine care, 24 hours a day.
- An enlarged laboratory.
- A new Dialysis Center for chronic kidney dialysis services.
- An Endoscopy Center offering diagnostic services in gastroscopy, colonoscopy and bronchoscopy.
- A Neurosciences Center.

Pre-site work will continue during the summer, to include the demolition of the old Health Services Building. Construction on the Medical Plaza will begin in the fall. It is expected to open February, 1993.



## Environmental Impact Efforts Ongoing

The hospital's efforts to function in the most environmentally responsible manner possible continue, with the expansion of existing programs as well as some new initiatives.

Following the introduction of the recycling program in July, 1990, a total of nearly 5,737 lbs. of cans, 712 lbs. of plastic, and 5,444 lbs. of glass were recycled by nutrition services; 59,800 lbs. of cardboard and 9,663 lbs. of office paper were recycled through a hospital-wide program.

A limiting factor in recycling efforts

*Kris Peterson, nutrition services, Mary Anne Daniel, Recovery Plus, and Laverne Johnson, telecommunications, were three of the 16 volunteers who volunteered to pick up trash alongside County Road 119 as part of the Adopt-A-Highway campaign.*

## 20 Years Of Sobriety

**R**ecovery Plus of Saint Cloud Hospital will celebrate its 20th anniversary in July.

A celebratory weekend of activities is planned for July 19 and 20. On Friday, July 19, WCCO news anchorman Don Shelby will be in town to give a presentation titled "Celebration of Recovery." Shelby will speak at Stewart Hall on the campus of St. Cloud State University. Tickets are \$5, and revenues will be donated to Foundation for Recovery, a scholarship fund to assist families who want treatment and cannot afford to pay.

On Saturday, July 20, an alumni and staff anniversary picnic will take place at Sauk Rapids Municipal Park in Sauk Rapids.

The hospital's alcohol and chemical dependency inpatient services began in 1972. At that time, only a few hospital inpatient chemical dependency programs existed in Minnesota. Mike Becker, director of behavioral health services, along with other hospital staff and physicians, visited the existing sites. The team designed an inpatient program which started with ten beds. "At that time our vision went only as far as a program that had sixteen beds," Becker said

recently. "The early days were fun, because there wasn't much knowledge out there, and when making site visits we were finding out what was really going on in a pioneering sense."



Don Shelby

What was going on was the development of the nationally acclaimed Minnesota Model, which included inpatient treatment, and intensive counseling based on the 12-step program models. SCH's program was very successful, and by the mid-1970s the daily census was close to 50 a day.

The program grew to include outpatient services, and specialty programs including adolescent and women's programs, all with increased emphasis on family involvement. The program and its components have won several awards, the most recent being recognition for Journey Home, the state's first halfway house where women in recovery can live with their children. In 1989 the name Recovery Plus was adopted to indicate the depth of the program and its services.

Today, Recovery Plus staffing is approximately 70 FTEs. "When you look at how many people the chemical dependency programs have affected, through treatment of patients and involvement with patients' families, the impact of these programs is tremendous," Becker said. "In a lot of the smaller communities across Central Minnesota there are AA groups meeting with many active members who had experience with Saint Cloud Hospital programs. I'm proud that Saint Cloud Hospital showed leadership in the early '70s by establishing what is now called Recovery Plus. It's another example of the hospital's foresight, and it's had a positive impact on the St. Cloud community as well as the Central Minnesota region."

has been storage space for collected materials, but a loading dock expansion planned for later this year will allow recycling to expand. The recycling of paper will be hospital wide by the end of the year, according to Kris Peterson, nutrition services manager and waste management task force chair.

The hospital is also encouraging outside vendors to share the hospital's concerns for the environment. A letter signed by Peterson and hospital president John Frobenius was mailed to hospital suppliers, inviting them "to join us in our efforts to reduce waste, recycle wastes and use products that do not adversely impact the environment." The letter encouraged suppliers to use recyclable packaging, to reduce excess packaging and shipping materials, and to do this in a cost effective manner.

## Circle Of Excellence

*Saint Cloud Hospital employees are good. Often, not just good, but outstanding. And administration feel the hospital needs to expand its recognition program for outstanding employees.*

"Right now we have a very nice annual program which recognizes employees for their years of service. That program will continue but we think it is important to also recognize outstanding employees throughout the year," said Jim Painter, manager of Employment/Employee Relations.

The new recognition program will consist of three components:

- *The annual years of service awards for 5, 10, 15, 20, etc. and retiring employees. These individuals are honored at a dinner during National Hospital Week in May.*

- *The Circle of Excellence Program which will recognize individual employees for their commitment and excellence. All employees are eligible for nomination and need to meet certain criteria to receive this award. Anyone may nominate an employee for this award — other employees, supervisors, managers, directors, vice presidents, medical staff, patients or visitors.*

Many manufacturers are becoming sensitive to environmental issues, Peterson said, and new recycling opportunities are opening up, even for the recycling of materials like polystyrene. The hospital's paper towels are now made from recycled materials. And even the old Health Services Institute building has been recycled. It is being ground into road fill.

The laboratory is recycling a hazardous material named xylene, used for processing tissues in histology. By law, xylene can no longer be burned in the incinerator, and professional disposal was going to be very expensive. So, the hospital has ordered a solvent recovery system which allows the lab to recycle all of its xylene..

The hospital joined the Adopt-A-Highway campaign, adopting a two-mile stretch of county road 119 just out of St.

*The employee will receive formal recognition in employee publications, a plaque, a photo to be used in a display in the main lobby and recognition at an annual banquet.*

*Those receiving the award will most likely be recognized on a monthly basis. "This is what we think will happen. However, everyone should know that nominations will be carefully reviewed to make sure they meet the established criteria. If two people who are outstanding nominees meet the criteria, they will both be honored. On the other hand, if no one nominated fits the criteria, no award will be presented that month. We want to be flexible with this program," Painter explained.*

*The nominees will be reviewed by an Employee Recognition Council of 12 managers, supervisors and employees.*

*Nomination forms are available in the Employment Office, Benefit Resource Center and the information desk in the main lobby. Completed forms should be sent to Employment/Employee Relations.*

*Nominations will be accepted beginning this month (July).*

- *The third component is the Just in Time award. "This is an informal process where managers can quickly identify and award people in their own areas," Painter said. Those recognized will receive a small gift of appreciation.*

Any questions about these new programs should be directed to Jim Painter at ext. 5767.

Cloud, off the N. River Road. In May, sixteen employees volunteered for a work crew that picked up trash from the roadside. The roadside cleanup will take place again in July.

In the spring, the task force staffed a large booth in the Riverfront Dining Room which provided information on the hospital's waste management practices and environmental concerns. Also, a brochure titled Environmental Responsibility Statement was prepared, to outline the hospital's response to environmental concerns.

"We're a leader in the community on these issues, though there is still more that can be done. It takes time, but we are heading in the right direction, and piece by piece, we'll deal with these issues," Peterson said.

## Lab Personnel Published

A new reference book titled "Autologous Transfusion and Hemotherapy" has just been published, with two laboratory staff members listed as authors of the chapter titled "Autologous Blood in a Community Hospital." Yvonne Schrank, medical technologist, and Yvonne Betts, lab assistant manager, are co-authors of the chapter, along with pathologist Roslyn Yomtovian, M.D., and James L. Kepner, Ph.D., Saint Cloud State University.

Yomtovian is now at the University Hospital of Cleveland, Ohio, but until just three years ago she was a pathologist at Saint Cloud Hospital. Schrank has worked with her on several publications.

The reference book was edited by Drs. Taswell and Pineda from the Mayo Clinic.



# BENEFIT WISE

## Sisters of the Order of St. Benedict Retirement Plan

The hospital's retirement plan is called "Sisters of the Order of St. Benedict Retirement Plan." This plan is known as a defined benefit plan which means that the plan provides benefits related to service, and salary, based on a formula that determines how much an employee or beneficiary will receive.

Employees become participants in the plan if they are at least 21 years of age and work at least 1,000 hours in the

fiscal year which begins on July 1 and concludes June 30.

In order to be eligible for benefits an employee must first be vested.

Employees receive a vesting credit each year if they work at least 1,000 hours in that fiscal year. Employees need five years of 1,000 hours to be fully vested. Vacation, restricted call, non-restricted call, hospital time off, sick, and holiday hours are considered hours worked.

Retirement benefits are calculated on a percentage of final average salary multiplied by your years of service of 1,000 hours.

Normal retirement age is 65. However, if an employee's age is at least 60 and he/she has 25 years of service

(with 1,000 hours or more) that employee is eligible to retire with no reduction to his/her monthly pension benefit (Rule of 85). If an employee retires before age 65 and does not meet the Rule of 85 (age plus credited service), but is at least 55 years of age and has at least 15 years of credited service, the employee is eligible for pension benefits at a reduced rate.

If you are within two months of retirement or are nearing retirement and wish to have an estimated pension calculation prepared for you, please contact Lola Brysz, ext. 3626, or Laura Burns, ext. 4612 in the Compensation and Benefits Department.

## PROMOTIONS

Sara Brenhaug, nurse intern, telemetry, to graduate nurse, 5 South.

Gary Lahr, transcriber, 6 South, to graduate nurse.

Lonnie Folsom, Rec. Plus sr. counselor, Rec. Plus, to relapse coordinator.

Jennifer Mattson, nursing assistant, 3 NW, to surgical technician, surgery.

Dianne Notch, food service aide, nutrition services, to Dianne Notch-Burg, dining room assistant.

Susan Ostendorf, ETU assistant, ETC, to graduate nurse, telemetry.

Barbara Phillippe, physical therapy

assistant, P.T., to sr. physical therapy assistant.

Meg Sobieck, nurse intern, 5 South, to nursing assistant.

Ramona Stanger, staff radiographer, radiology, to C.T. scanning technologist.

Lori Tiffany, publications assistant, public relations, to media relations coordinator.

Laurie Tverstol, ECG technician, electrocardiology, to graduate nurse, 4 South.

Karen Wonderlich, pharmacy IV add tech (trn.), pharmacy, to graduate pharmacist.

Ann Wruck, housekeeping aide, environmental services, to transcriber (trn.), 6 South.

## ACHIEVEMENTS

Pat Farrington, nutrition services, has been accepted into the University of Iowa Hospital and Clinic's dietetics internship program.

John Frobenius, hospital president, became chair of the Minnesota Hospital Association Board of Trustees June 1.

Pat Hart, NICU assistant manager, successfully completed the NAACOG national certification exam in the area of neonatal intensive care. NAACOG is the organization of obstetric, gynecologic, and neonatal nurses.

Wayne Laueremann, billing & collections manager, has been re-elected to the board of trustees for the state-wide Hospital Financial Management Association.

Patrick McGuire, chief cardiovascular technologist, had an abstract selected for presentation and publication by the National Society for Cardiovascular Technology. He presented the abstract on Cardiovascular Technologist Responsibilities in the Operating Room at the National Scientific Conference in Baltimore, MD, June 1.

Brian Sullivan, R.D., dietitian on telemetry, ICU, CCU, and 4 NW, successfully completed the American dietetics registration exam.

Neurosurgeon A. R. Watts, M.D., of Central Minnesota Neurosciences, Ltd., will visit the People's Republic of China as part of a Spinal Injury Delegation from Canada and the United States. He was chosen as a delegate through the Citizen Ambassador Program of People to People International. Watts will give presentations on spinal instrumentation from the neurosurgeon's viewpoint.

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