

A Weekly Update
For The Employees of
North Central Health Care



"Welcome to Our Winter Wonderland Filled with New Faces!"




WEEKLY CONNECTION WITH MICHAEL LOY

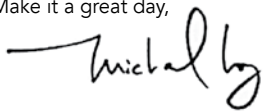
B-I-N-G-O

As fate would have it on Thursday I stopped by the Northern Reflections dining room as the Activities team was kicking off a game of BINGO for our residents. Before I knew it, I was calling numbers. The tumbler rolled and the numbers came in what seemed as if we were playing a game of BINGO blackout. Several minutes into the first game the winners were rolling in with BINGO shouts all over the room. The prize table was something to be coveted. Smiles abounded. I appreciated the directness of being told how to call the numbers and the occasional jest from the crowd.

As I was leaving I was thinking, the game of BINGO is similar to our daily call to service. Our number gets called by the people we serve, we rise to the occasion and then mark the number as complete. Over time things start to line up until we eventually get to yell "BINGO!" as we achieve our vision of success. The process of the playing the game, the anticipation of big things and winning keeps us eager. We may go a couple spins without having our number called, then all of a sudden we may have five numbers rattled off right in a row. Either way, we pursue the objective of winning the same. Staying the course and not being discouraged in the process when it may seem like winning is impossible. Keep vigilant for the next number to be called.

Over the last week, we took Pride in our Food Service staff. Getting ready for coming tax season I recently looked at my paystub for the end of December and there is no denying I love the food here given how much I used my badge in the cafeteria. Beyond providing great food to our team, our Food Services team provides high quality food each day to hundreds of residents and patients. At three meals a day, 365 days a year, they provide over 250,000 meals a year. Simply amazing work and we are very proud of the work you do. Thank you to our entire Food Services team.

Make it a great day,



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ADMINISTRATOR ON-CALL
x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

**Monday, Feb. 11 –
Sunday, Feb. 17**

**Brenda
Glodowski**



**Can you help our partners
in Law Enforcement?**

**Check out this week's
Crimestoppers Crime of the Week.**



Click [here](#) for this week's Crime of the Week.
<http://marathoncounty.crimestoppersweb.com/crimeoftheweek.aspx>



Person-Centered
**Shout
out**

**Alexa Kufalk, RN,
Community Treatment**

Why: Thank you for all your help and patience with all my questions. Greatly appreciated!

Submitted By:
**Shari Rolain,
CMA**

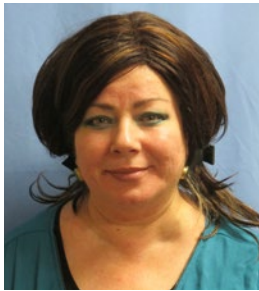




WELCOME OUR NEW PSYCHIATRISTS TO THE NCHC TEAM

Dr. Unal and Dr. Arpon

Please welcome Dr. Unal and Dr. Arpon, our new psychiatrists in Outpatient Services. Both doctors are available for internal referrals and psychiatry transfers.



Meet Dr. Sencan Solay Unal

Dr. Unal joined our NCHC team on January 21 and spent her first week working on department onboarding. She also has been providing coverage in the Inpatient Hospital. This week she completed the NCHC organization orientation. You will find Dr. Unal in our system (outlook/ Tier/etc) as Sencan Unal. With her colleagues, she goes by her middle name Solay, and with her clients she goes by Dr. Unal or Dr. U.

Where is she located? Dr. Unal is a full time, in-person psychiatrist. Her office is located in the Outpatient department on the Wausau Campus.

Who will she see? Dr. Unal is a Child and Adolescent Psychiatrist, and she also enjoys working with young adults.

Dr. Unal will also be working with the Psychiatry Residents during their rotations in Outpatient Services. Welcome to the Team Dr. U!



Meet Dr. Dia Arpon

Dr. Arpon began with her NCHC organization orientation on February 4 with the goal of seeing clients starting in mid-February. Dr. Arpon will spend one week covering the Inpatient Hospital and then return to an Outpatient schedule.

Where is she located? Dr. Arpon is a full time, in-person psychiatrist. Her office is located in the Outpatient department on the Wausau Campus.

Who will she see? Dr. Arpon will see clients age 7 and older but primarily focus on the adult population.

Dr. Arpon will also be working with the Psychiatry Residents during their rotations in Outpatient. Welcome to the team Dr. Arpon!

PERFORMANCE EVALUATIONS ARE COMING UP!

Below is the Breakdown of a Performance Evaluation at NCHC

If you have questions, please talk with your manager or supervisor, Human Resources or Organizational Development.

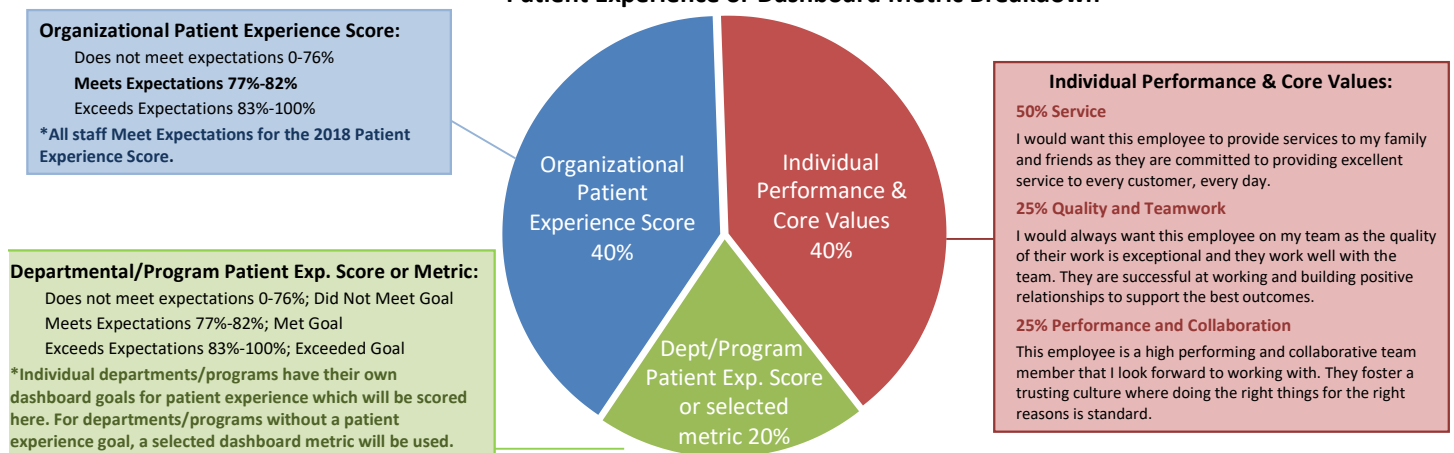
2018 Staff Performance Evaluations

Your supervisor will complete your Annual Performance Evaluation for 2018 by mid-February using the following information:

- **Competencies:** Your supervisor will review your attendance at any job specific competencies that you may have been asked to attend and will also check your Healthstream transcript for organizational competencies. If you have not completed your competencies, you are automatically ineligible for a 2019 increase.
 - You have until **December 31, 2018 to complete all your Healthstreams.**
- **Organizational Patient Experience*:** This is based on our 2018 Organizational Patient Experience Dashboards results.
- **Department/Program Patient Experience* or Dashboard Metric:** This is based on each department/program Patient Experience result (for direct service areas) or a selected 2018 Dashboard metric (for support service areas).
- **Individual Performance and Core Values:** This section is based on three areas – service, quality and teamwork, and performance and collaboration.

*The scores from the Organizational Patient Experience and your Departmental/Program Patient Experience are based on surveys sent to families/residents we serve.

Patient Experience or Dashboard Metric Breakdown





RETIREMENT NEWS

Congratulations Janell Stelzl

With sincere gratitude for her service, NCHC would like to announce the retirement of Janell Stelzl on April 1, 2019. Janell has contributed 23 years of experience and dedication to NCHC and her achievements will not be forgotten.

Janell's sudoku scheduling expertise has been invaluable and her willingness to put in extra time and effort has demonstrated a commitment to excellence. In addition to her incredible competence and skill, she always had time for the residents and showed tremendous compassion for any resident that needed a friend or a hand to hold.

We will miss Janell dearly and wish her the best of luck. More information to come on a celebration of her retirement.



Remember Janell's vocal talents and her awesome collection of fun sun toys from this great video?

Check it out on You Tube!

<https://bit.ly/2WTZvdk>

MARK YOUR CALENDARS!

NCHC EMPLOYEE UPDATES FEBRUARY 25 TO MARCH 5

All employees should make arrangements to attend one of the following sessions.

2019 – 1ST QUARTER EMPLOYEE UPDATES

MON, FEB 25	WAUSAU CAMPUS 10:00 am MVCC 1st Flr. Dining Room 9:00 pm MVCC 1st Flr. Dining Room
TUES, FEB 26	WAUSAU CAMPUS 9:00 am Theater 3:30 pm Theater
WED, FEB 27	WAUSAU CAMPUS 6:15 am Theater MERRILL CENTER 12:00 Noon
MON, MAR 4	ANTIGO CENTER 3:00 pm
TUES, MAR 5	WAUSAU CAMPUS 2:30 pm Theater

Please Register in HealthStream!



TO: Casandra Lipke & the Inpatient Team!

"Last week my beloved ball chair "died". This morning when I walked into work I was greeted by this beauty thanks to Casandra Lipke and the Inpatient Team. I have the best coworkers :)"

– Submitted by Trina Sorce

Give someone a big shout out and thank them for their Person-Centered Service!

Send your SHOUT OUTS to jmeadows@norcen.org.



NOTICE FROM CCITC

Change to Default Printer for All NCHC Computers and Users

CCITC is working on updates and settings for printers within the NCHC Network. This past week CCITC silently pushed a new print queue named SecurePrint03 (\\CCDPPrint03\SecurePrint03) to all NCHC devices. On Monday February 11, 2019 another automated process will change the default printer for all users to point at this new queue. This is still a Secure Print which will allow secure release of print jobs to any NCHC SHARP MFD. This should remain the default print selection for a majority of NCHC printing for cost savings and security purposes. There are certain departments that still require the use of LaserJet printers for confirmed business purposes. The change of default can be altered (changed back) by individual users on their PC's and would then remain changed. Users will also be able to manually select a different printer via application print dialog boxes. But be aware that printing to the MFD devices is 8 to 10 times less expensive than printing to a LaserJet printer.

So except in the case of a specific business need (ex. Script printing, special billing runs, etc) it is requested that users print primarily to the new SecurePrint03 queue and release at the device.

Additionally, beginning the week of February 18th, NCHC will begin to turn off direct print functionality to the individual MFD's. At that time, use of the Secure-Print03 queue will be the only way for a job to be printed. As a reminder, the need for this change, is being made for security purposes as an outcome of an audit finding from last year.

If you have any questions or problems with the new default setting, please contact the HelpDesk at 715.261.6710 or x6710.





tidbits on benefits

HRinsights

MAKE WINTER BRIGHTER WITH SOME VITAMIN D!

Why All the Talk About Vitamin D?

Can it really make me happier? Vitamin D is actually the only vitamin which is also a hormone. That can affect many different areas of our health both mental and physical.

Vitamin D helps our body build stronger bones by helping our body be able to absorb calcium. In addition to stronger bones, vitamin D can help improve immune system, reduce inflammation, help with seasonal affective disorder (SAD), potentially decrease the risk of cardiovascular disease, diabetes, and risk of some cancers. Not getting enough vitamin D can affect each person differently, thus the symptoms of Vitamin D deficiency can look different from one person to the next. Below are some examples of symptoms people can experience. Remember, these symptoms could potentially be symptoms for other concerns, so it is always good to check with your health care provider to rule out other medical conditions.



Potential Vitamin D deficiency symptoms: (not limited to)

- Depression
- Bone and or joint pain
- Decrease immune system
- Fatigue and tiredness
- Chronic pain
- Crankiness
- Hair loss
- Muscle pain or weakness
- Frequent respiratory problems
- Psoriasis
- High blood pressure
- Reduced endurance

There are a number of places that you find vitamin D. One of them is sunlight. But, there is a catch to the theory "you can get all of your vitamin D for the day from 20 minutes of being in the sunlight." Depending on how your body absorbs sun and your skin color can limit how much. However, the bigger issue with the sun is where you live. The further north you live the less sun you get. Come fall through early spring one cannot bank on the daily sunlight as a good source of vitamin D when you live in states like Wisconsin and Michigan. You can find Vitamin D in a number of fortified foods like milk, yogurt, fatty fish (like salmon), and egg yolks.



If you feel like you may benefit from a daily Vitamin D supplement, the recommended dietary allowances (RDAs) for 1-70 year olds is 600 IU's daily and for 70+ year olds 800 IU's daily. Anything higher it is best to check with your health care provider or a registered dietitian, as you can take too much Vitamin D which can harm you. If you do take supplements look for "D3" on the bottle.

This winter if you are feeling a little "blah," "down," or just not yourself consider finding ways to get more Vitamin D to brighten your day. One key thing to remember with vitamin D is that it is a fat soluble vitamin. So, in order for your body to absorb it you need to eat foods that have at least some fat as Vitamin D (and as all fat soluble vitamins), will leach into the fat in our food so that our body can absorb it. Check out the below website for more information.

<https://www.webmd.com/diet/guide/vitamin-d-deficiency>

<https://www.healthyway.com/content/symptoms-of-vitamin-d-deficiency-that-most-people-ignore/>

EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm



Position Posting

Title: **Central Scheduler**

Status: 0.8 FTE (2 Positions Available)

Location: Wausau - Mount View Care Center

Apply Online: <https://bit.ly/2Gxs9v7>

The Central Scheduler will prepare documents using standardized formats on the Nursing Home computer system and maintain the schedule of staff for the Nursing Home.

(2) 0.8 FTE Position (64 hours per pay period)

Position Posting

Title: **Clinical Coordinator**

Status: Full Time

Location: Wausau - Community Treatment

Apply Online: <https://bit.ly/2BrT2NX>

The Clinical Coordinator provides clinical guidance, oversight and direction to the Community Treatment Program.

Education and Experience Requirement

Required: Licensed Clinical Social Worker, Licensed Professional Counselor or Licensed Marriage and Family Therapist

Three to five years relevant experience

Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Care.

Must have the use of a personal vehicle.

EMPLOYEES ON THE MOVE

Congratulations on Your Recent Promotion or Transfer!

Gina Giovanoni recently transferred from Nursing Home Administration Central Scheduler to BHS as a Health Unit Coordinator. Congrats Gina!



Amy Martin has accepted a new role as Lead Life Enrichment Aide at Mount View Care center.

Amy will continue in her role as Life Enrichment Aide on Gardenside Crossing, and will work in her new roll 8 hours per week. Her new Lead position will consist of assisting the Life Enrichment Coordinators with various tasks such as calendar planning and completion, outing planning, assistance with documentation during vacations, team shopping coordination and scheduling. Amy will be training throughout the month of February. Congratulations Amy on this new step in your career.





“By the time I’m 3, my brain will be almost fully grown!”

LENA START
Marathon County

Free classes begin February 2019!

Parents Have the Power:

- You can make your baby’s brain stronger.
- You can make your baby’s brain ready for success in school.
- You can make a difference in your baby’s life!

LENA Start parent classes:

- Teach simple ways to increase your child’s language growth
- Help improve parent-child communication
- Use a “talk pedometer” to track progress

LENA Start families receive:

- FREE meals before each class
- FREE on-site childcare
- 13 FREE children’s books, gas cards, T-shirts and prizes

Project partners:



Support for this project was provided through the Caroline S. Mark Legacy Fund of the Community Foundation of North Central Wisconsin, B.A. & Esther Greenheck Foundation, Dudley Foundation, CoVenture Care Foundation, Marathon County Public Library Foundation, Northcentral Technical College, Marathon County, and generous anonymous donors.

www.lenastartmc.org

https://www.youtube.com/watch?v=gm29HtZENk



Who: Parents/caregivers of children 0–32 months old

Where / When: 13-week sessions begin the week of February 3 at the following sites:

Marathon Co. Public Library, 300 N. 1st St., Wausau
Wednesdays, 12–1pm (lunch served) OR
Thursdays, 5:30–6:30pm (dinner at 5pm)

Weston Elementary, 5200 Camp Phillips Rd., Weston
Wednesdays, 5:30–6:30pm (dinner 5pm)

Achieve Center, 520 N. 28th Ave., Wausau
Thursdays, 8:45–9:45am (breakfast 8:30am)

To register: call 715-848-1457, ntank@chw.org, text 715-660-0397, or visit lenastartmc.org

Registration is free, but required. Sign up today!

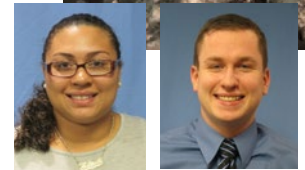


Person-Centered
Shout

out

TO:

Jalissa Hickman & Tyler Becker



“My name is Phyllis Miller. I work in the HIM Department. I would like to share with you an amazing story that involved two of your staff members, Tyler Becker and Jalissa Hickman. I usually work until between 7:00PM and 8:00PM. Last night in particular, I had my first-hand experience of getting stuck in the snow-filled NCHC parking lot. I was told that due to the state of emergency, tow trucks were only being dispatched for police emergencies.

I was almost at my wits end and felt like I would have to spend the night in the NCHC parking lot. I called the Crisis Center and spoke with Jalissa. She listened very intently to my situation, and informed me that she would see what she could do. She went about informing her co-worker Tyler of my situation. The next thing I knew, Tyler came running around the corner with shovel in hand. He stayed with me and got me dug out and on my way. I was overwhelmed by the goodness of Tyler and Jalissa. It took me back to the time when I was present and got involved when the World Trade Center was attacked. No questions were asked, everyone just jumped in to assist where they could.

I wanted to share my story, and let you and others know that Tyler and Jalissa not only exemplify what a “good Samaritan” looks like. They both in my mind live and demonstrate the values that I have come to know about NCHC through reading the highlighted stories in the NCHC newsletters.”

– Submitted by Phyllis Miller

SPECIAL SCREENING & OVERDOSE PREVENTION TRAINING

“This gripping film will change the way you look at America’s opioid crisis.” – Jane O’Brien BBC News



January 29th OR March 6th from 11AM-1PM

Screening from 11AM-12:20PM, Overdose Prevention Training @ 12:30PM

North Central Health Care Theater

1000 Lake View Drive, Wausau WI 54403

All training participants will have the opportunity to receive two free doses (nasal) of the life-saving opiate overdose reversal medication, Narcan®

No Cost! Registration is requested, but not required!

https://writtenoffodprevtraining.eventbrite.com

Hosted by the AOD Partnership & AIDS Resource Center of Wisconsin



Hosted by the Marathon County AOD Partnership & Ascension St. Clare’s Hospital, with the support of Marathon County Health Department Staff & Northcentral Technical College

The Current State of Marijuana—Feb 5th from 1:30-4:30PM—Monte Stiles, a former State/Federal Prosecutor (ID), will provide an overview of the impact of marijuana on communities & help lay a foundation of understanding in regards to common key terms associated with marijuana use. Lunch included at 1pm!

Latest in Marijuana Trends, Products & the Drug Culture—Feb 28th from 8:30-11:30AM—Officer Jermaine Galloway, aka Tall Cop Says Stop (TX), will share the latest in marijuana trends, popular products, as well as provide insights into the culture of drug use & how it directly impacts youth. Breakfast included at 8AM!

What Works in Marijuana Prevention—April 1st from 8:30-11:30AM—Joe Eberstein, from the Center for Community Research (CA), will offer strategies that communities have & can use to prevent youth marijuana use based on lessons learned from around the United States. Breakfast included at 8AM!

The Teen Brain & Marijuana—May 6th from 8:30-11:30AM—Dr. Sion Kim Harris, from Harvard University & Boston Children’s Hospital (MA), will break down the impact drugs can have on the developing teen brain, & how to talk to youth about marijuana. Breakfast included at 8AM!

Cost: \$18/Session (Materials, Refreshments & 3 CEUs Included) Attendees do not need to attend all four sessions! All are welcome!

Register today at www.ntc.edu/calendar/2019/02/05/marijuana-and-youth-4-part-series

Disclaimer: The views or opinions expressed by the presenters in this series do not necessarily reflect those of the sponsors & supporters, nor do they reflect any official policy or position.



WHAT'S 4 LUNCH?

WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7am – 5:30 pm

A Cashier is on duty from 9:00am – 10:00am , 10:30am – 1:30pm.
When a cashier is off duty, an honor system is used for food purchases.

Serving Soup, Salad and Lunch Entrée Option Monday – Friday.

All hot sandwiches, hot foods and cold bar items are \$.35/ounce.

Soup: \$1.25 Cup | \$2.00 Bowl



FEBRUARY 11 – 15, 2019

MON 2/11Cheese Soup

Grilled Beef & Cheddar

Hungarian Pork Cutlet

EggNoodles

Rutabagas

Brownies

TUES 2/12.....Beef Bowtie Soup

Bacon Cheeseburger

Poor Man's Lobster

Twice Baked Mashed Potatoes

Cabbage Slaw

Lemon Poppyseed Cake

WED 2/13Tomato Barley Soup

Breaded Chicken Tenders

Roast Beef

Boiled Potatoes

Carrots

Cherry Delight

THUR 2/14Chicken Dumpling Soup

Tuna Wrap

Seasoned Chicken

Yams

Jellied Cranberries

Rainbow Cubes



FRI 2/15Split Pea Soup

Baked Ham on a Kaiser

Beef Shred & Gravy

Mashed Potatoes

Sour Cream Fruit Salad

Reese's Peanut Butter Cookie



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Health Care Center Employees & their
Families since 1965.**

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400 East Thomas Street Wausau, WI 54403

cherokee



Infinity
cherokee



BIRKENSTOCK

WED 2/13Tomato Barley Soup

Breaded Chicken Tenders

Roast Beef

Boiled Potatoes

Carrots

Cherry Delight

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Beef Shred & Gravy

Mashed Potatoes

Sour Cream Fruit Salad

Reese's Peanut Butter Cookie

ON-SITE SALE

**Thursday, Feb. 14th
8:00am – 3:00pm
Small Gym**

~www.pruniforms.com~
-Payroll Deduction Available-

PRN UNIFORMS
Scrubs - Footwear
Accessories

5% Cash Discount

www.pruniforms.com | Brands & Styles Subject to Availability

