



A Weekly Update
For The Employees of
North Central Health Care



"Look Who Hatched at the Crisis Center!" – Submitted by Nancy Stencil

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

A Few Updates

On Tuesday this week the Langlade County Board approved the purchase of the property identified for our Sober Living Program in Langlade County. The next day, the County closed on the property and on Friday we were meeting with Architects. We are moving forward on this exciting project that will hopefully grow in size as we find success. We still have a lot of work to do before opening. We need to hire a program coordinator and we still have to raise another \$40,000 from the community to support the start-up and year one costs. We are confident this project will get the support it needs from the community. Hopefully in the next two to three months we will pass the hurdle and celebrate a glorious grand opening in early 2020.

Work continues on our Pine Crest and Lincoln Industries transitions. There is a lot of work to be done before the end of the year but we are making progress and have good plans in place. This past week we had our inaugural meeting of the new Nursing Home Operations Committee under the North Central Health Care Board. This new committee is charged with making MVCC and Pine Crest gain advantages of regional operations while at the same time keeping focus on the local identity and success of both nursing homes individually. The committee has representatives from both Lincoln and Marathon County as well as an industry expert. We have a great structure for success to make this work but it will require our best efforts to do something that hasn't been done before in Wisconsin. Managing both a 200 and 180 bed nursing home together will keep us at the forefront of new opportunities and well positioned to confront the challenges of today's health care world. We look forward to officially welcoming our new co-workers soon.

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, Sept 23 –
Sunday, Sept. 29

Brenda
Glodowski



WERE YOU UNABLE TO ATTEND 3RD QUARTER EMPLOYEE UPDATES?

Want to See the Presentation Again?

We want all employees to be able to attend the Employee Updates Sessions to connect with leaders, ask questions, and meet with team members you may not regularly have the opportunity to. However, we do know that serving in health care, there are instances in which you are just not able to make it or wish to view the presentation over again.



<https://youtu.be/o7TsP2VMXu8>

The video is also available here: O:drive: Employee Updates folder contains the complete slide shows and videos for all Employee Update sessions.

Person-Centered
Shout

out

Jennifer
Rothmeyer,
Prevocational
Services

Why: Reviewing documents and walking me through the processes of items i do only once in a while. Thanks!!

Submitted by:
Jessica Pyke





PHOTO OF THE WEEK



Submit A Great Photo From Your Week!

Submit your photo and description to: Email: jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.



Look Who Hatched!

Earlier this summer we shared photos of the snapping turtles that visited our Wausau Campus near the Crisis Center. Several photos were sent in. Apparently those photos were of Mother Turtle, because this week, her eggs hatched and the babies made their treacherous journey back to water! Thanks to Nancy Stencil for capturing some pictures of these little guys near the Crisis Center!



HEALTHSTREAM CHANGES News from Organizational Development

Organizational Development (OD) is pleased to announce that effective October 2019, we will implement a new Learning Management System (LMS), replacing HealthStream with UltiPro Learning for all staff.

The capabilities and enhancements of UltiPro Learning exceed those we have with HealthStream, and integrates with the new Human Resources, payroll and accounting system being implemented at the same time.

Over the next month, we will be working to download and print transcripts from HealthStream of completed modules and assignments of all staff to retain on file. As of September 20, 2019, HealthStream modules, checklists and rosters must be completed. At that time, the HealthStream icon and link to the site will be removed from all NCHC staff computers. The UltiPro Learning icon will be added when the program goes live.

****ALL STAFF MUST complete all HealthStream modules, checklists and rosters entered by September 20, 2019**

Face-to-face and online training of the new Learning Management System will be provided.

Stay tuned for ongoing updates and deadlines regarding this change throughout the next month. This information will be conveyed through the weekly NYCU, via email and communication with supervisors and managers.



North Central Health Care Person centered. Outcome focused.

September 2019

Employee of the Month



ZE LOR Housekeeping

The NCHC Employee of the Month for September has been awarded to Ze Lor, Housekeeping. Ze has a great compassion for all those we serve and staff at NCHC. In addition to her housekeeping duties, she is always willing to help in any way she can. Ze has also helped staff become more culturally aware as she shares elements of her Hmong culture with others.

We must also mention Ze's friendly smile. Many times she has helped people with questions or directions, going above and beyond to make sure their needs have been met. Ze is a problem solver and a source of compassionate knowledge; someone you can always depend on. You are amazing, Ze!

Congratulations Ze!

The Employee of the Month Celebration will be held on Wednesday, September 25 at 10:30 am in Wausau Campus Cafeteria.



"She is always friendly and helpful. She is quick to come to anyone's aid."

"Before Ze leaves for the day she always asks us if there is anything else we need or anything else she can do. She is excellent at communicating."

"Every single day since she has made my day better with her cheerfulness, outgoing nature and all around helpfulness."



NCHC NOTICE: SERIAL BURGLAR ENTERING HEALTHCARE FACILITIES

Please see the below notice from the Wisconsin State Intelligence Center (WSIC) about the theft of valuables occurring in healthcare facilities in Wisconsin.

Updated: September 11, 2019 1:57 p.m.



Serial Burglar Entering Healthcare Facilities Across the State

This is an alert for all healthcare facilities in the state: The WI Division of Criminal Investigation continues to receive reports of a serial burglar entering healthcare facilities across the state. The subject has not been apprehended and continues to burglarize healthcare facilities in Wisconsin, with the latest incident yesterday in Richland Center. DCI is currently investigating and believes a possible suspect to be Steven T Paige, DOB: 12/24/1966, male/white, 6 ft 2 in. The subject has been reported as driving a white Kia Forte, Florida license plate GRDC18.

If the subject is encountered, notify law enforcement immediately.

NCHC Employees, also call Admin-On-Call x4488 after law enforcement is notified.



CAPTURED IN GEORGIA



Kim Gochanour
Nursing Home Operations Executive

NCHC IN THE NEWS Pine Crest Management

This week, WAOW TV 9 sat in on a meeting for the discussions about NCHC's management of Pine Crest. Kim Gochanour had some great things to share about Pine Crest staff and the facility. Check out the full video here: <https://waow.com/news/wisconsin-news/2019/09/19/new-north-central-health-care-committee-convenes/>

SAFETY SNIP-ITS

Security Officer Wausau Campus

The Wausau Campus has Per Mar Security available on Campus. They operate from 3:00 pm to 7:00 am daily - 7 days a week.

How to Reach Wausau Campus Security

Call Crisis: Non-Emergency: (715) 848-4366; x4366,

In an Emergency: (715) 848-4599; x4599

Crisis staff will be in contact with Per Mar by the use of the cell phone when they are away from the Crisis Services area.

Per Mar Shift Cell: (715) 581-8887






Friday, September 27th
9am - 11am

HELP US PAINT OUR MURAL!

North Central Health Care
1100 Lake View Dr, Wausau

The RISE UP team invites all North Central Health Care staff and clients to help add color to our mural project that was designed by participants from Lakeside Recovery. The mural will be permanently displayed on the Frontier building near Wausau's 400 block. All painting will be done on canvas paper and all colors are pre-mixed for a large scale "paint by numbers" mural. We invite all ages and skill level to participate in this unique opportunity.



RISE UP Central Wisconsin is a community program consisting of artists, service providers, program participants and others working together on a public art project.

The art project aims to improve health outcomes for individuals by building stronger alliances between service providers and communities, and reducing the stigma around those in recovery to increase utilization of services in Marathon County.

WEB: www.riseupart.org EMAIL: info@riseupart.org FACEBOOK: Rise Up Central WI



New time clock from UltiPro.

TIMECLOCK CHANGES News from Human Resources

UltiPro integrates with the new Human Resources, payroll and accounting system being implemented at the same time. You will physically see some changes around our various locations as new time clocks are being installed on September 13. Staff will receive notification via email, communication boards and from your managers as to how to use the new time clocks for punching in and out. Stay tuned for more details as we bring the full use of UltiPro on board over the next few weeks.



RETIREMENT NEWS! Congrats Nancy Schulz!

Nancy Schulz, Care Coordinator at Chadwick Group Home has announced her retirement. Nancy has been with NCHC for 24 years. Thank you Nancy for your dedication and commitment to the people we serve! A retirement celebration for Nancy was held this week at the Chadwick Group Home.

Staff on Northern Reflections did something special for a resident that recently passed. The staff on Northern Reflections wrote beautiful notes about the resident on the tags and shared them with the family. Her brother thanked the staff for their kind words and all her care.

A family member shared, "You have exceptional staff here."





WELCOME THESE NEW EMPLOYEES TO THE TEAM!



From left to right:

Sabrina Salter – Hospitality Assistant - Legacies by the Lake

Hannah Metz – Hospitality Assistant - Reflections Long-Term Care

Sandra Bosch – Crisis Professional - Crisis

Brittany Kuehn – Behavioral Health Tech - Hospital-BHS

Nicki Raikowski – Employment Specialist-Community Treatment Adult

Abigail Fondow – Dietary Aide – Food Services

Michael Haylett – Physical Therapist – Aquatic Services

Sylvia Slinde – Administrative Assistant II – Adult Protective Services

Kelly Fabry – Physical Therapy Assistant – Aquatic Services

Marci Kodl – Dietary Aide – Food Services

Abby Kue – Dietary Aide – Food Services (not pictured)

WAUSAU CAMPUS PARKING LOT NOTICES

Effective 9/20/19

We know that as we move full steam into our renovation project on the Wausau Campus, it is necessary for us to continually assess our day to day operations for efficiency and also ensure that those we serve, our employees and visitors have a positive experience. We have received varying feedback regarding parking in the Wausau Campus over the last few weeks. Because of your feedback, we are making a few parking changes to try to alleviate full lots and make sure everyone gets to where they need to be in a timely manner. Please share with employees on your team.

NCHC Employee Parking Changes Effective 9/20/19

Physicians and Management staff only may park in the yellow flag parking lot in the farthest row from the main entrance. Many of these staff have varying hours, and frequently leave the Campus and this will free up spaces in the rear parking lot area.

All other employees will continue to park in the rear parking area nearest to Lake View Professional Plaza, or in the rear rows of MVCC purple flag lot.

Please avoid parking in the Health Department lot and walking to the front or side of the building if you do not have badge access by the Health Dept. This takes up spaces for the many traveling nurses in the Health Department who load and unload medical equipment frequently throughout the day.

Please do not bring trailers, boats and any pull-behind equipment with you to work.

We will continue to assess parking as we enter the change of seasons, knowing that it will be challenging as snow begins to fall. Stay tuned! Check your email and Communication Boards for detailed Maps.

Tobacco, Smoking and E-Cigarette Use Reminder

Additionally, we would like to remind staff that the NCHC Tobacco Use Policy prohibits smoking, tobacco and electronic cigarettes at all NCHC facilities, including parking lots, walking trails and natural spaces. Staff are allowed to smoke within their vehicles, and are required to extinguish those materials within their vehicle also, and not on the ground in our parking areas. We appreciate your attention on this matter as we help our grounds staff in all three counties keep our facilities looking clean and beautiful. The full policy can be reviewed in My Policies by searching for Tobacco Use.




**United Way
Communityfest**

September 21, 2019
Expo Building at Marathon Park
9:00 a.m. – 2:00 p.m.

Vote for your Favorite Food Sculpture!

- One vote for each non-perishable food item you bring
- Purchase votes for \$1 each

All donations will go to the Marathon County Hunger Coalition to help local pantries

Join in the festivities!

- United We Can Food Sculptures
- Free activities, games & crafts for kids & families
- Food Vendors
- Trucks, Tractors & Trailers
- Entertainment
- Costumed Mascots
- Prizes

DON'T MISS COMMUNITY FEST 2019

What's fun, free, kid focused and also fights hunger? United Way's CommUnity Fest! This annual event combines kids' activities and crafts, opportunities to explore big equipment and tractors, hay wagon rides and the United We Can food sculpture competition. Plan to attend on September 21, from 9-2 at the Exhibition Building at Marathon Park. Admission is free, but for every non-perishable food item you bring, you will receive one ticket to vote for your favorite food sculpture and determine the People's Choice award winning sculpture. All food and cash donations will be distributed to area pantries by the Marathon County Hunger Coalition.



KEEP CONFERENCE ROOMS CLEAN Clean Up After You Use A Meeting Room

Just a friendly reminder to tidy up after using a meeting or conference room. Place technology equipment back in its assigned place, wipe tables off if they are wet or dirty and be sure to place your garbage in the appropriate containers. This just gives the next group using the room a good start so they are not cleaning up after you. Thank you for your attention on this!

OUTPATIENT/COMMUNITY TREATMENT SPOTLIGHT AWARD RECIPIENT

Meet Lindsay Krueger

Congratulations to Lindsay Krueger, Outpatient Therapist In-Training, for being selected as the Community Treatment & Outpatient Spotlight Award recipient for the month of August. Lindsay has been a wonderful addition to the Outpatient team since she started in May. Her flexibility when she stepped into the OWI scheduling role while waiting for credentialing was greatly appreciated. (And, she did an incredible job with it!!) Now that she is building her caseload, she has been using the time she isn't with clients to help out in any way she can. Recently, Lindsay was willing to see a client who couldn't get into their own therapist for a crisis appointment. Lindsay spent over two hours with the client and continued to collaborate with the therapist and Crisis following the appointment. As a brand new therapist, she hasn't hesitated to help with covering groups and is willing to offer assistance with upcoming leaves at our Antigo location. (Nominated by Melissa McCarthy).



NATIONAL WORDS OF ENCOURAGEMENT DAY News from Antigo Adult Day Services

"I wanted to send you this photo of the cards made by some of the clients in the Antigo Adult Day Services program for "National Words of Encouragement Day." Each was made with love to someone special in their lives." – Submitted by Melissa Chrudimsky, ADS Antigo



tidbits on benefits

WELLNESS CORNER

By Sherry Gatewood, PA

Melanoma Skin Cancer Screening

This week we will talk about Melanoma Skin Cancer screening. The incidence of melanoma skin cancer, the most fatal form of skin cancer, is increasing faster than any other potentially preventable cancer in the United States. It is the fifth most common cancer in the US in men and women and the risk increases with age.



Sherry Gatewood

Skin screening examinations can take place by a clinician as well as the individual to identify abnormal appearing skin lesions. It can also aid in finding other skin cancers that can be biopsied/ removed during an office visit. Found early, one can be treated with removal only. As melanoma skin cancer grows deeper into the skin, there is more chance for spread to other areas of the body, making it more difficult to treat. Risk factors for Melanoma skin cancer are:

- Fair skin or light-colored eyes
- An abundance of large and irregularly-shaped moles
- A family history of skin cancer
- A history of excessive sun exposure or blistering sunburns
- Lived at high altitudes or with year-round sunshine

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



The ABCDE's of Detecting Melanoma

To catch melanoma at its earliest, most treatable stage, conduct a head-to-toe skin self-examination once a month to check for suspicious moles

A ASYMMETRY		The two halves of the mole do not match.
B BORDERS		The edges are irregular or uneven (scalloped, blurred or notched).
C COLOR		Multiple or changing shades of brown, tan, black, red, blue, or pink are present.
D DIAMETER		Usually, but not always, larger than 6mm.
E EVOLUTION		Changing in appearance, such as size, shape, or color and/or changes in symptoms, such as bleeding, oozing, or itching.

- Received radiation treatments
- Prevent skin cancer using the following guidance: Know your family medical history if you can obtain it.
- Stay out of the sun in the middle of the day (from 10 AM to 4 PM).
 - Wear sunscreen and reapply it often.
 - Wear a wide-brimmed hat, long-sleeved shirt, or long pants.
 - Do not use tanning beds. They increase your risk of getting melanoma.
- High risk persons should check their skin monthly and have an exam annually by a clinician. You may be referred to a Dermatologist.

Cancer screening tests can be performed at annual physical exams as well as during regular appointments in which concerns are voiced. Feel free to stop by the Employee Health and Wellness Center if you have any questions regarding screening tests. Better yet, schedule an appointment if you are due to for an annual physical exam. You can find more information about cancer screening at the CDC website. <https://www.cancer.gov/about-cancer/screening/patient-screening-overview-pdq>



HRinsights



Position Posting

Title: Crisis Services Operations Manager **Status:** Full Time

Location: BHS & Crisis

<http://bit.ly/CrisisManagerNCHC>

The Crisis Services Operational Manager is responsible for the day-to-day operations of Crisis Services (Crisis CBRF and the Crisis Center) including supervision of the care and/or services provided to residents and patients, ensuring standards of care and regulations are met.

Education and Experience Requirements

- Bachelor's in Human Service-related field preferred
- Bachelor's of Nursing degree earned at an accredited school preferred
- Bachelor's of Healthcare Administration or commiserate experience preferred

Minimum Work Experience

One year management experience

Position Posting

Title: Transportation Coordinator **Status:** Full Time

Location: Environmental Services

<http://bit.ly/transportationNCHC>

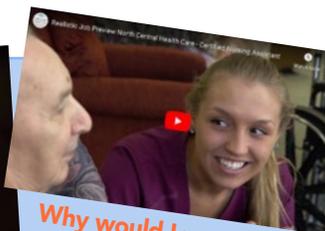
The Transportation Coordinator manages North Central Health Care's fleet, oversee the fixed routes for our residential transportation services, oversee the courier operations of NCHC, training non-logistic drivers of NCHC and troubleshooting mechanical problems judiciously while they are occurring.

Education and Experience Requirements

- One year experience
- Current CDL P/S endorsement

Minimum Work Experience

- Current BLS (CPR) certification
- One to three years' experience providing transportation services



What's it like to work in Food Services?

What does a Dietary Aide do?

Find out with a realistic job preview of some amazing opportunities at NCHC!

www.norcen.org/RJP

NCHC IN THE NEWS!

NCHC Psychiatry Residency Program Featured on WSAW TV 7

This week NCHC was featured in a news special about the psychiatry shortage in the United States and how NCHC and our partners at Medical College of Wisconsin are addressing the issue. Dr. Krall from MCW, Dr. Albina Zimany and Physician Relations Director Kim Van Ermen all appeared in the interview. Holly Chilsen got a first hand look into the Residency Program, and sat side by side the residents in a training session with MCW called didactics. You can watch the entire video here at <https://www.wsaw.com/content/news/Psychiatry-residency-program-at-North-Central-Health-Care-hopes-to-fill-need-560718751.html>

Thank you to all those who shared their experience and expertise with Channel 7 and our community!





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: \$1.50 Cup / \$2.25 Bowl



SEPTEMBER 23 – 27, 2019

- MON 9/23Chili**
Hot Ham on a Bun
Salisbury Steak
Baked Tomatoes
Rice Pilaf and Dinner Roll
Iced Chocolate Cake
- TUES 9/24.....Cheesy Cauliflower Soup**
French Dip on a Hoagie with AuJus
Baked Pork Chop
Mixed Vegetables
Scalloped Potatoes
Cinnamon Baked Apple
- WED 9/25Corn Chowder**
Breaded Fish on a Kaiser
Swedish Meatballs
Seasoned Greens
Parsley Potatoes and Dinner Roll
Pineapple Crisp
- THUR 9/26French Onion Soup**
Hamburger with All the Fixins
Baked Chicken Legs
Cream Style Corn
Mashed Potatoes
Watermelon
- FRI 9/27Campbell's Tomato Soup**
Grilled Cheese Sandwich
Herb Baked Fish
Vegetable Blend
Couscous
Ambrosia Salad



Marathon County
Employees Credit Union

We Are Still Here!

MCECU Continues to be On-Site at the Wausau Campus Every Thursday, But Our Location Has Changed!

When: Thursdays from 11:30 am – 1:00 pm
New Location: Trillium Room in Outpatient

Stop in and See Us!
We Are Available for Both New and Existing Members.



Need to Open an Account?
Have Questions About Your Existing Account?
Call Today to Reserve a Time or Just Stop By!
Proudly serving Government Employees and their Families
Already a member: Thank you
Not a member: Contact us today!
Apply online at www.mcecu.org
715-261-7680 • 400 East Thomas Street
cuteller@co.marathon.wi.us

SAFETY NOTICE

Black Bear Spotted in Neighborhood by Wausau Campus

We have skunks, turtles and other wildlife...we can now add black bear to the list here in Wausau. On Thursday evening, a community member in the South East Side Neighborhood around the Wausau Campus spotted a black bear. It is common to see bear in Wisconsin especially this time of year as they are preparing for winter and looking for food sources. Melissa Diers-Sarasin, NCHC Safety and Environmental Coordinator, advised for the witness to contact the DNR to report the sighting.

To report a bear sighting, call the local DNR Center at 715-359-4522.

For more information about what to do if you encounter a black bear in a variety of settings, the DNR has a great online resource.

<https://dnr.wi.gov/topic/wildlifehabitat/documents/bearpractice.pdf>

