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LVHN news

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CEO Update: Your 2019 Bonus and Merit Increase

BY BRIAN NESTER, DO, MBA, FACOEP · AUGUST 29, 2019

Special Announcement



This message is from Brian Nester, DO, MBA, FACOEP, President and Chief Executive Officer, LVHN.

Congratulations on an extraordinary year! We focused on our goals. We created and built momentum. We shared what makes us #LVHNProud. We formed and strengthened partnerships. We discovered ways to care more efficiently and effectively. Thanks to the hard work of our exceptional team, fiscal year 2019 (FY19) was one of the most successful years in Lehigh Valley Health Network (LVHN) history.

Once again this year, LVHN is investing in the strength of our team and recognizing the superb work of our colleagues by making a significant contribution to Shared Success Plan (SSP) incentive bonuses, merit increases and market increases where appropriate. Remember, the SSP bonus is awarded only when we achieve our health network goals. The fact that LVHN has consistently awarded an SSP bonus over the past decade is testimony to the consistency with which our team delivers high-quality care and service – and you are an important member of that team. Let's join together and celebrate the following list of impressive accomplishments.



We are recognized nationally for quality. Once again, Lehigh Valley Hospital is the region's only hospital nationally ranked on U.S. News & World Report's Best Hospitals list. Four LVHN hospitals received an "A" Hospital Safety Grade from The Leapfrog Group. Plus, LVHN ranks third in the nation on HealthCare's Most Wired Hospitals list.

We are a great place to work. LVHN is recognized among the "150 Top Places to Work in Healthcare" by Becker's Healthcare, and Forbes ranks LVHN sixth among Pennsylvania's top 60 employers. During the 2019 Colleague Engagement Survey, colleagues



work.

expressed that they would strongly recommend LVHN as a great place to



We're growing to provide convenient access to care in all the communities we serve. Planning continues on our new hospitals in Carbon, Northampton and Monroe counties. We're expanding our emergency departments at LVH–Cedar Crest and LVH–Hazleton. Plus, we're bringing new services to our Hazleton, Schuylkill and Pocono communities.

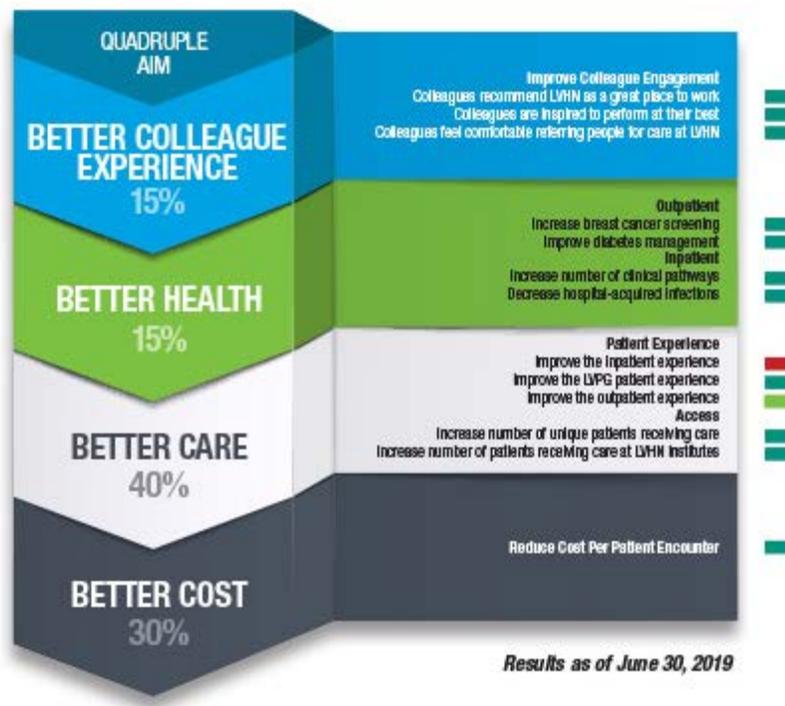


Our overall network goal performance finished at MAXIMUM. We achieved our “Quadruple Aim” goals. We continue to create a better colleague experience, and deliver on our promise to provide better health and better care at a better cost. This graph shows our end-of-the-year goal results.

FISCAL YEAR 2019 GOALS

SSP
Bonus will be paid because overall network goal performance was achieved.

Maximum or greater = Dark Green
 Target = Light Green
 Threshold = Orange
 Less than threshold = Red



Results as of June 30, 2019

For all you do, I offer my most sincere thanks. On behalf of our Board of Trustees and senior leadership team, I am pleased to tell you that eligible colleagues will receive both a bonus and a merit increase. Regarding the bonus, full-time non-union colleagues will receive an \$800 SSP bonus. Part-time non-union colleagues will receive \$400. The LVHN SSP program is unique in health care and sets us apart from other health systems in our region. A colleague who has been employed full-time by LVHN for the last five years would have earned more than \$3,000 in bonus dollars.

Bonuses for colleagues participating in the Leadership Incentive Plan (LIP) will be based on the colleague's individual goal achievement level, paid at the maximum level for the network goals.

In addition, regarding merit increases, managers have a 2.5 percent pool of money they will use to award merit-based pay increases to eligible colleagues based on the colleague's individual performance. Performance-based merit increases are effective Oct. 6 and will first appear in the Oct. 24 paycheck.

While union colleagues are not eligible for this merit increase and SSP bonus – because current collective bargaining agreements address changes in compensation for union colleagues – it is important to emphasize that union colleagues equally contribute to the success of LVHN. Our entire senior leadership team recognizes and appreciates all you do to help provide high-quality care to our communities.

As we forge ahead together, let's use our recent accomplishments as motivation. Give thought to how your work aligns with our goals so our SSP bonus can be awarded again next year. The future of LVHN is brighter than ever before. During the next few months, look for a slew of grand openings and exciting announcements about our growth plans across the region in FY20 and beyond.

YOU make LVHN a special place to care for patients and their families. Thank you sincerely for your hard work, dedication and partnership.

In Good Health,

Brian Nester, DO, MBA FACOEP

President and Chief Executive Officer, LVHN



A handwritten signature in black ink that reads "Brian Nester". The signature is fluid and cursive.

ABOUT ME: My name is Brian Nester, DO, MBA, FACOEP, and I am the President and Chief Executive Officer (CEO) at Lehigh Valley Health Network (LVHN). I came to LVHN in 1998 as the Director of LVH–Muhlenberg’s Emergency Department. Prior to becoming President and CEO in 2014, I served as the health network’s Chief Strategy Officer. I am originally from Reading, and I’m proud to lead an organization that continually strives to provide better health and better care at a better cost for the great people of our community.

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Volunteer for Celtic Classic 2019

BY [RICK MARTUSCELLI](#) · AUGUST 26, 2019

LVHN will once again proudly partner with Celtic Classic as the 2019 medical partner. LVHN will staff one health tent throughout the three day festival. This partnership allows LVHN to share important health and safety tips as well as care for attendees with minor medical needs.

We are in need of colleagues to volunteer and staff our health tents during Celtic Classic which will take place Sept. 27-29 this year. Tasks will include caring for minor medical problems such as bee stings and cuts. We need both licensed and non-licensed colleagues. Please refer to this schedule to see which shift works for you.



Date	2 Licensed	1 Non-licensed
Fri., Sept. 27	5-7:30 p.m.	7:30-10 p.m.
	11 a.m.-2 p.m.	2-5 p.m.
Sat., Sept. 28	5-8 p.m.	8-10 p.m.
	11 a.m.-1:30 p.m.	1:30-4 p.m.
	4-6 p.m.	
Sun., Sept. 29		

Children in the tent must be at least 14 years of age and occupy a non-licensed shift at the same location as their parent/guardian. Children not meeting these guidelines are not allowed to accompany staff during shifts.

We are required to include licensed staff with clinical expertise on all shifts. Acceptable Lehigh Valley Licensed staff are registered nurses, physicians and physician assistant. Non-licensed colleagues will received \$10 in food tickets for each shift worked. Every colleague will receive an LVHN branded T-shirt.

Signing up is easy. Simply review the schedule to select your times, including your second and third choices. Then call 888-402-LVHN. Be prepared to provide the following information: complete office address, job title, department cost center and employee ID (obtained through API or Lawson).

Registration will be accepted until Tuesday, Sept. 17.

Spotlight on Evidence: Following Evidence-Based Research From Discovery to Implementation

BY [KIRSTIN REED](#) · AUGUST 30, 2019

Magnet® hospitals encourage clinical nurses to evaluate and use evidence-based findings in their practice. Our “Spotlight on Evidence” stories summarize evidence-based projects conducted by our nursing colleagues.

This time, you’ll learn about two nursing colleagues conducting research at LVHN and their involvement with the Evidence-Based Practice/Nursing Research Council (EBP/NRC), a council that works to put research into practice across the health network. The EBP/NRC focuses on taking ideas from the bedside and integrating them into standard practice based on evidence and literature.

The path to IRB approval

Research activities involving human participants require approval from the institutional review board (IRB). Two LVHN nurses are currently seeking IRB approval for their research.

Amy Keesler, RN, is a nurse on 7B at LVH–Cedar Crest. She was one of the original members of Evidence-Based Practice (EBP) FellowS2 (Sharing Science) Program and still serves on the EBP/NRC. The EBP Fellows program was a model that allowed nurses to translate evidence into practice.

Alyssa Petillo, RN, is a nurse on TNICU at LVH–Cedar Crest. She graduated from the LVHN Nurse Residency program and now serves as Chair of the Evidence-Based Practice/Nursing Research Council (EBP/NRC).



Read more about their research.

How dirty is this thing?

Keesler has a long history of participating in research activities at LVHN. She presented at Research Day after completing a small study on ambulation. Shortly after, she was recruited to join EBP/NRC. She was the council's chair for a year and a half and was the representative during our last Magnet designation. She interacted with Magnet appraisers on behalf of the EBP/NRC and had the opportunity to share examples of nursing research at LVHN.

Her current research question stems from a simple observation.

We know the importance of practicing proper hand hygiene to keep ourselves and our patients safe. We are reminded to "Gel In" and "Gel Out" of patient rooms to help control the spread of germs.

"I looked down at my badge one day and thought, 'How dirty is this thing?' and the rest is history," she says. Our badges grant us access to the hospital, clock us in and out at the start and end of our shift, and even log us in to some computers. We clean our workstations on wheels and our phones all the time, but don't pay much attention to our badges."

She's hoping to start the study this fall and wants to identify ways to clean our badges once she can confirm just how dirty they might be. "It's been sent to peer review and then it will be ready for IRB approval," she says.

Keesler's project is a prime example of seeking out opportunities for research and evidence-based improvements in every day practice. She enjoys the opportunity to collaborate with physicians and with colleagues in the [Network Office of Research and Innovation \(NORI\)](#) and is grateful for the support of her Director as she conducts her research.

How do we advocate for safety?

If you follow the "Spotlight on Evidence" series, you may remember reading about the Bröset Violence Checklist (BVC). [The BVC is a tool that helps to predict violent outbursts in the emergency department.](#) Petillo, Morgan Hagar, RN, and Megan Reilly, RN, presented their evidence-based research project on the BVC at LVHN Vizient/AACN Nurse Residency Program Graduation in 2016.

Petillo now joins Morgan (Hagar) Kutz, RN, Katie Best, RN, and Reza Armaghan, RN, and Colleen Green, RN, to continue research on the implementing the BVC, pending IRB approval for their study.

Petillo and her colleagues wondered about best practices when they noticed a disconnect in practice for predicting violent outbursts in acutely ill psychiatric patients in the emergency department. She wanted to do some research to make the environment safe for patients and staff.

"I tell my patients I'm an extension of their family and they are an extension of mine," says Petillo. "I treat my patients like I'd want my family to be treated. It's all about advocacy."

Many nurses join LVHN after graduating from nursing school because of our [Nurse Residency program](#). For Petillo, it provided an opportunity to pursue her passion for research. "I've always had a curious

mind,” she says. “When I learned I got to do a project as part of the nurse residency program, I was super excited.”

In 2017, Petillo became Chair of the EBP/NRC. As the council works to increase membership, the focus has been on interdisciplinary projects. Recently, physical therapists, pharmacists and nurses have come together to explore literature and examine best practices.

“EBP/NRC is a great outlet for nurses to explore their ideas for research projects,” she says. “The council meetings are good place for bedside nurses to bring their ideas to improve patient care.”

For more information on the EBP/NRC, contact [Alyssa Petillo](#).

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Linking Pocono Residents to LVHN.org

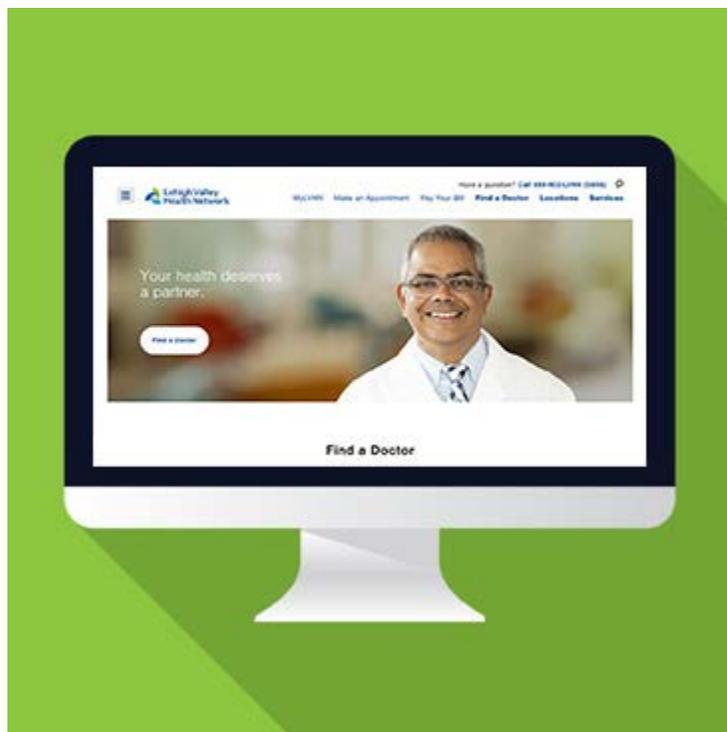
BY [RICK MARTUSCELLI](#) · AUGUST 30, 2019

The new [LVHN.org](#) is our health network's front door. It makes it easy for visitors to find exactly what they're looking for. Over the Labor Day weekend, an important step will occur that will help people in the Poconos easily find the information they need on LVHN's website.

PoconoHealthSystem.org was the website people in the Poconos formerly visited to find health care services close to home. Even after the health system merged with LVHN and was renamed LVH–Pocono, the website remained live. This weekend, however, that website will no longer exist. When people attempt to access the most frequently visited pages on the old site, they will automatically be redirected to the page on the new LVHN.org containing the information they need.

If you get questions about this transition, use it as an opportunity to tell patients and their families about everything the new LVHN.org has to offer. It's easy to navigate and its search-based sections give visitors control over their experience. [Learn more](#).

This transition is the latest step in the ongoing journey to fully integrate LVH–Pocono with LVHN.



Festing Partners – PHOTOS

BY [KIRSTIN REED](#) · AUGUST 26, 2019

Each year, Musikfest draws crowds from around the world to enjoy live performances and indulge in culinary offerings.

Record-setting attendance

Attendance at Musikfest 2019 topped the charts, totaling 1,226,000 by the end of the event. Visitors came from 46 states and 26 countries to see more than 500 performances over 11 days.

LVHN colleagues staffed health tents, known as Healthplatz, at Wind Creek, Familienplatz, Volksplatz and Festplatz. They provided supplies and assisted festival attendees with minor medical problems. Check out these stats and pics.





Image 1 of 4



Since 2001, LVHN has been the official health care provider for Musikfest, providing the services and supplies in the health tents. This longstanding support is the reason we were presented with the Marcincin Award at Musikfest 2019 in early August. The award recognizes partners that have been integral to helping Musikfest grow over the years. LVH–Muhlenberg President Bob Begliomini and Cardiologist Robert Biggs, DO, accepted the award on behalf of LVHN.