

CHECKUP

Vol. 3, No. 10 August 3, 1990

HealthEast Board Works On Reorganization

The HealthEast Board of Directors decided last month to review the organizational structure of our healthcare system to assure its continuing ability to meet patients' needs in our region. The examination will assess governance and the relationships of various HealthEast services and programs in our HealthEast system.

The board will be assisted by National Health Advisors (NHA) from Vienna, Va. says HealthEast Chairman William C. Roberts. "We have chosen NHA because of their experience with other healthcare systems and," Roberts adds, "we wanted a consultant who could effectively interview selected individuals in the organization to gain an insight into the critical issues facing HealthEast." The consultant was chosen by an ad hoc committee of the HealthEast Board. The ad hoc group includes: Richard Fleming; Rev. Grant E. Harrity, D.D.; John S. Jaffe, M.D.; Indru T. Khubchandani, M.D.; William C. Roberts, committee chairman; Frank J. Ryan; Charles J. Scagliotti, M.D.; Morton Schneider; Alan H. Schragger, M.D.; Charles D. Snelling; Robert G. Tallman, Esq.; and Michael J. Thompson.

Samuel R. Huston, president of TAH—LVHC, and Paul Nurick, executive vice president of HealthEast, are serving as non-voting members of the ad hoc committee. The assign-

"The role of HealthEast will be clearer and the organization...will move into its next phase of inevitable development."

— William Roberts

ments in which the consultant will assist include six specific issues:

- 1) mission and vision
- 2) organizational structure
- 3) approach to governance by the Board of Directors
- 4) roles and reporting relationships of senior management
- 5) role and organizational relationship of future ventures
- 6) public image/identity

"It is clear that the relationship of the HealthEast Medical Staff with the rest of HealthEast will be a pivotal issue in this process," says Charles Scagliotti, M.D., president of the Medical Staff. Scagliotti, joined by Medical Staff president-elect John S. Jaffe, M.D., and Joseph A. Candio, M.D., who will become president-elect in January 1991, wrote the Board in a letter late last month. "We, the Medi-

cal Staff, wish to work in a unified manner with the Board of HealthEast, the hospital and any new surviving entity." In the face of a number of challenges to the healthcare system, the three Medical Staff leaders urged in their June letter to the Board that "change should be undertaken with great circumspection, caution and sincere deliberation of all members of the Board, Administration and the Medical Staff. Only in doing so can we attain the goals to which we have committed ourselves via our mission statement and our firm public policy."

"As the review goes forward," says Huston, "those of us who continue to provide care, offer services and bring about growth and change in healthcare in the Valley must maintain our quality focus. We are committed," Huston adds, "to quality, an attitude of caring and support for clinical excellence throughout the hospital."

Nurick called the changes "consistent with the evolution of healthcare organizations as they adjust to changes in their environment. Our challenge is to more effectively bring about the unique services of the parent organization to benefit those who actually deliver patient care."

"Our healthcare system that has been forming since the early 1980s will grow stronger from this review. The

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The Allentown
Hospital—
Lehigh Valley
Hospital Center

A HealthEast Hospital

Events

Medical Terminology

Human Resource Development is offering a medical terminology course for all interested employees. This concentrated course is based on the textbook *Medical Terminology: A Systems Approach* by Gyls and Wedding. The course involves weekly quizzes, unit tests and a final exam. Basic principles of medical word building that can be applied to developing an extensive medical vocabulary will be presented.

The 15-week course begins Thursday, Sept. 13, 2 to 3:30 p.m. in room 1907 of the School of Nursing, TAH site. The cost of the course, including textbook, is \$22. Call ext. 2430 for a registration form and additional information.

Pain Management

"Chronic Pain Management: Conquering It Before It Conquers You," is slated for Wednesday, Aug. 15 in LVHC site Classroom 1 at noon and again at 7 p.m. The lecture is designed to help women who are experiencing the effects of chronic benign pain from conditions such as arthritis, back problems and nerve pain syndromes.

The featured speaker at this free *WomanCare*-sponsored lecture, is Linda Woodin, R.N., MSN, CCRN, the hospital's project director/clinical

nurse specialist of the Neurosciences Regional Resource Center's Pain Management Program.

Those who attend the noon lecture are invited to bring a brown bag lunch. For more information or to register, call *WomanCare* at ext. 3800.

Chop Your Locks

The Arthritis and Rheumatism Society of the Lehigh Valley will be sponsoring a "Cut-a-thon for Arthritis" at Village West and Whitehall Mall on Aug. 26 from 11 a.m. to 6 p.m. Services will be provided by Outlooks for Hair at a fee of \$8 per ticket, which includes cut and style (no wash).

Proceeds will benefit children and adults with arthritis of TAH site clinics. For more information, call Rosalie Maehrer at ext. 2225.

CPR Certification

Human Resource Development will offer cardiopulmonary certification (CPR) in September. Part I will consist of theory and demonstration and will be held from 9 a.m. to noon on Friday, Sept. 7 in conference room 1, LVHC site. Part II, consisting of mannequin practice and testing, will be held from 9 a.m. to noon on Tuesday, Sept. 11 in the auditorium at LVHC site. To register, call ext. 2430.

Educational Happenings

Monday, Aug. 6

TAH - Employee Orientation; 8 a.m. to 4:30 p.m.; auditorium

Wednesday, Aug. 8

TAH - Stroke Team; 9 to 10 a.m.; cafeteria conference room

TAH - Tour; 1 to 2 p.m.; lobby

LVHC - Tour; 2:30 to 3:30 p.m.; lobby

Wednesday, Aug. 15

TAH - Stroke Team; 9 to 10 a.m.; cafeteria conference room

Pediatrics Circus Day

Pediatrics at TAH site will be holding its 11th annual Circus Day, a day of fun and education, on Wednesday, Aug. 15. The event will be held in the Pediatric playroom and playdeck located on the fifth floor of TAH site. There will be three sessions — 9 a.m., 11 a.m. and 1:30 p.m. Children ages 4 and older are invited to participate.

Circus Day activities are designed to promote a positive attitude in young children toward hospitalization. Sessions will feature clowns, a magic act and a play period that will familiarize children with medical equipment and common medical terms. Carnival booths will add to the festive atmosphere as children use some medical items in play.

Circus Day is open to the public. This unique educational experience is limited to 60 children per session. Make your reservations *today* by calling ext. 2820.

Lost And Found

A registered nurse-style charm, possibly from a necklace, was found at the 200 block of North Fulton Street. If you, or anyone you know, has lost a charm recently, please call Sylvia at 821-9460.

Materials Management, Purchasing Employees Move To New Quarters

Materials Management and Purchasing employees from TAH and LVHC sites are in the process of re-

locating, according to Fred Crans, administrator, Materials Management.

The crew is moving into the Information Services area at LVHC site, on the second floor of the General Services Building, down the hall from the current purchasing office.

Among the employees packing up pictures of the kids and coffee mugs are Debra Barraco, Richard Benjamin, Linda Boyer, Crans, Susan Ferry, Carl Kent, Marie Hinnerscheitz, Eileen Kuehn, Debra Maleski, Susan Matika, Sharon Miers, George Naugle, Millie Nicholson, Lois Scerbo, Laurie Schweyer, Randy Stubits and Keith Young.

The department's phone number is ext. 8550.

"It Ought To Be In CheckUp..."

CheckUp welcomes comments and article ideas from all employees, as well as contributions to the regular features — Congratulations!, Making The Rounds and Hotline. If you think the activities of individuals, groups or departments merits attention in *CheckUp*, just let us know. Communications has offices at TAH site (ext. 2581), LVHC site (ext. 8900), and at 50 College Drive (ext. 7916).

CheckUp is a biweekly publication of the Communications Department of HealthEast. To submit an article, or for additional information, call ext. 7915.

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HealthEast, a not-for-profit regional healthcare system, is more than 8,000 professionals, employees and volunteers working to provide you with quality, comprehensive health services.

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Evolving Healthcare: Cutting Length Of Stay

The scenario could go like this: a staff nurse with considerable experience ponders the routine and accepted pattern of treatment for a common medical problem. "I've seen this a thousand times," she thinks. "And if we were to do it this way instead of that, the patient could get out of here a day earlier."

William Frailey, M.D., vice president, Medical Affairs, is very interested in her thoughts. He's actively soliciting innovative ideas from employees which could help pave the way to reductions in patient length of stay.

"A patient should be in a hospital only as long as acute care warrants it," he declares, pointing at the same time to the broadening options available for many patients to continue their recovery outside of the acute care setting.

He explains that to provide excellent care in the course of a normal procedure, a patient might require a series of tests. "We need to be attentive to whether several tests could be done concurrently, thus reducing the number of days the patient stays. Some cannot," he says, "because they are done in different areas or in a specific time sequence."

Both insurance payers and many patients are calling for reductions in length of stay. The trend in health insurance is that hospitals are reimbursed on the basis of nearly 500 diagnostically related groups (DRGs).

"Insurance will pay a flat amount based on the DRG," he says, adding that it will be the same whether the patient is hospitalized for one week or six months. He also notes that major insurance companies, through meticulous statistical analysis, have pegged how much it should routinely cost for a specific DRG. After some studies of his own, Frailey believes that on average, length of stay can be reduced from between a quarter of a day to a little over a full day, depending on the type of patient and the health problems involved.

The trend is hardly surprising in a time when new technologies and capabilities are dramatically changing the face of healthcare. "The hospital, as we have known it for the past 50 or 60 years, is out of business. There has been an enormous shift to outpatient

services. The big brick building with a lot of rooms with beds in them is no longer the model," Frailey explains.

Traditionally, there were set periods of time to anticipate hospitalization for anything ranging from labor and delivery to gall bladder surgery. Many of these decisions are based on technology that has been significantly improved. Frailey believes that fresh looks at how things are routinely done will present more efficient alternatives.

On the discharge end, he adds, new options offer a spectrum of services ranging from better patient education to Home Care of the Lehigh Valley to a variety of nursing homes. These options allow a patient who no longer requires acute care to be discharged and still get the level of care needed at far less cost.

"Length of stay," he adds, "is not a problem, but only a symptom."

Of the nearly 500 recognized DRGs, about 55 represent more than half of the 30,000 admissions to TAH—LVHC each year. Others are relatively rare, and thus are the exception rather than the rule.

There are some DRGs, he says, that are fully expected to cost more than

the hospital is reimbursed. "It would be easy just not to accept patients with those problems," he says, "but we won't do that because we are here to serve all the Lehigh Valley."

It follows that in areas where reimbursement matches the cost of care, efficiency is important.

Frailey also points to the expectations of patients to be treated and released with ever-increasing speed, especially younger patients, and the rapid growth of ambulatory surgical procedures.

Initially, attention is being focused on five DRGs and preoperative length of stay with the purpose of developing tracking procedures. They include psychiatric care and several cardiac DRGs. A team from Utilization Review and Discharge Planning will be working with the staff to monitor the process.

But ultimately, Frailey says, all employees are encouraged to be attentive to innovative thinking and make suggestions. He is hunting for those suggestions, which when assembled in a composite can allow a patient to go home a day earlier and at the same time contain the cost of quality healthcare.



Several of TAH site "Journey Through the Heart" award winners included (from left), Ruth Bonn, Lynnette Hersh, Esther Wolcott and Neil Keefer. The walking program will now move to LVHC site, beginning Sept. 19 and continuing through Nov. 13. Details of the program will appear soon in CheckUp.

The Hotline

How About Coffee At SON — And Recycling Programs?

Why are coffee and tea not served in the School of Nursing (SON) at TAH site, requiring employees to cross the street to the hospital?

A survey of employees who work in the School of Nursing will be conducted by September regarding this issue and a feasibility study will be performed during fiscal year '91 (July 1990 through June 1991) to determine if a "satellite" food service operation could support itself. Meanwhile, vending machines in the School of Nursing provide beverage service 24 hours a day.

At TAH site cafeteria, why are employees not given discounts during the nighttime hours?

The night prices charged in TAH site cafeteria already include the 20 percent discount for employees. On all other shifts and at LVHC site, the discount is calculated at the register.

Runge Heads Oncology Services

Charles Runge of Sylvania, Ohio, has recently been appointed administrator of Oncology Services for TAH—LVHC.

In conjunction with medical leadership, Runge is responsible for planning and operations of all aspects of oncology services of the hospital, including the Comprehensive Community Cancer Center and Radiation Oncology, TAH site. He joins the hospital with almost 10 years experience in hospital planning, most recently as director of planning at the Toledo Hospital, Ohio.

Runge is a graduate of Beloit College, Beloit, Wis., and Kellogg Graduate School of Management at Northwestern University, Evanston, Ill.

He served as chairman of the Planning Directors' Committee for the Hospital Council of Northwestern Ohio in 1988. He is a member of the Ohio Hospital Association and Leadership Toledo, both in Ohio.

The above article was prepared by Lori Fink, a participant in the summer intern program in Communications.



Charles Runge

SCOTT DORNBLASER

Why is so much Styrofoam® and plastic being used instead of dishes in TAH site cafeteria?

China and disposable dining service are available in both sites' cafeterias. Disposables are available at no additional charge to accommodate staff who require take-out service.

To reduce the cost of disposables, Food Services has recently introduced at LVHC site reusable plastic cups for cold drinks. TAH site will begin this program in the next six months. The department is also planning a "Coffee Mug Club." Look for details on this incentive in early fall.

Why isn't there a recycling program at TAH site?

A recycling program for aluminum cans recently began at TAH site. This effort is similar to the can collection project started several years ago at LVHC site. Employees are encouraged to deposit aluminum cans in the receptacles placed throughout the site. The cans are returned to ALCOA and the proceeds support burn care in the Lehigh Valley.

Additional recycling programs will be developed at TAH—LVHC during calendar years 1990 and 1991.

The interest in recycling programs has grown tremendously in the past several years as concerns have increased about how our society disposes of its trash. Both Pennsylvania legislation and the hospital's internal operating plan call for increased efforts towards recycling this year and in the future.

Both hospital sites have been recycling used X-ray film for many years. This film is sold to a processor who removes the silver. The payment the hospital receives from the processor helps offset the purchase cost of unexposed film.

Are individual departments permitted to start their own recycling programs?

Because the hospital has a responsibility to our surrounding community to reduce the amount of trash we generate, many opportunities will soon exist for departments to participate in hospital-wide recycling programs.

A Waste Management Committee was formed by the Safety Committee about one year ago to review waste management procedures at the hospital. Membership consists of managers from the General Services, Nursing, Infection Control, Materials Management and Engineering departments. The Waste Management Committee has performed surveys of our current waste disposal procedures (i.e., which products go into clear bags? Which ones are put into red bags?, etc.). They are also currently developing plans to recycle cardboard, computer paper, glass and several less common materials.

If you've got a question, feel free to leave a tape recorded inquiry on the Hotline, ext. 2999. It often helps to get a clear answer if you identify the site involved.

Hospital Employees Passing Hat To Raise Bail

No Kidding, Clyde, They Captured Bonnie!

It was a terrifying moment. Bonnie Smith, administrator, Strategic Service Unit, Women and Infants/Children, was enjoying tea with friends at the Hamilton Plaza when a police officer stepped up, placed her under arrest and read her Miranda rights.

The charge? "Risking a catastrophe by not having matching accessories for her newest outfit, thus causing motorists to stare at her, causing accidents."

Conveniently, it seems, District Justice Maurer was nearby and after arraignment, Smith was released on \$500 bail, but not before having to endure a police mug shot.

Smith was only one of 10 women nabbed in the raid, all organized by the March of Dimes with the help of Allentown Assistant Chief of Police Gerald Monahan, Bethlehem Police Commissioner Thomas Murphy, Easton Police Chief Alvin Fairchild and Whitehall Police Chief Frederic Conjour.

To rescue Smith from the likelihood of serving time, friends and co-workers are engaged in raising bail money for the March of Dimes. And, if they're the top fundraisers, Smith will receive a 14k gold chain necklace and bracelet from C. Leslie Smith Silver-smith Shop in Allentown and Bethlehem and a gift from Elegance Fine Linens, Bethlehem.

During the campaign, the volunteers and other prominent members of the community "do time" for the March of Dimes by spending an hour in a mock jail requesting phone donations to help the campaign for healthier babies.

Others "arrested" at the tea were Mary Alice Rosko of Service Electric Cable TV, Kristin Casler of *The Morning Call*, Ellen Pagano of the Bethlehem Board of Education, Lynn Kline, Janet Reynolds, Diane Nolan, Cindy Beidenkopf and Elizabeth Johnson of Mack Trucks and Betty Kneller of the Hamilton Plaza.



Bonnie Smith, administrator, Strategic Service Unit, Women and Infants/Children looks forlorn after her arraignment before a court that looked suspiciously kangaroo in nature.

Security Arranges Alternative Parking

As The Great Allentown Fair approaches, Security is again seeking employee cooperation with temporary parking adjustments associated with the yearly event.

Beginning Tuesday, Aug. 14, through Thursday, Sept. 11, much of the Fairgrounds parking facilities used by TAH site employees, visitors and outpatients will be relinquished, says site coordinator Lou Geczi. In addition, parking facilities within the Fairgrounds track will not be available between Tuesday, Aug. 21 and Friday, Sept. 7.

As in previous years, the parking lots located on North West Street (Lot No. 4) and Gordon Street (Lot No. 5) will be made available to patients and visitors from Aug. 14 through Sept. 10. Employees who routinely park in these lots will be directed to park in the Liberty Street Lot (Lot No. 7).

"Day shift employees," Geczi continues, "who are displaced from the Fairgrounds track will be directed to park on the grass lot located at the corner of 17th and Hamilton streets." Access to the lot is on Court Street, and the area will be available from Aug. 14 through Sept. 6.

The William Allen High School garage will be

available for evening shift employees. At the corner of 17th and Chew streets, this lot will be available from Aug. 14 through Sept. 10. Shuttle service to the garage will be available, he added.

Finally, night shift employees and volunteers will be directed to park in the Physician's Lot (Lot No. 2) at the corner of 17th and Chew Streets from Aug. 14 through Sept. 10.

What helps ease the crunch, he adds, is use of public transportation, car pooling and parking at LVHC site. To accommodate those parking at LVHC site and employees making frequent trips between sites, the hours of service on "The Tunnel" have been extended.

Between Aug. 14 and Sept. 10, the shuttle service will run on the half hours from 5:30 a.m. to 6 p.m.

Geczi adds that detailed parking information for each of the shifts, providing specific directions and places to park, will be distributed to all departments at TAH site.

"If you have any questions concerning Fair month activities," he adds, "please contact ext. 2986. Your cooperation and understanding during this difficult period is appreciated."

58 Donor Plaques Restored At TAH Site

Hospital's History Receives Place Of Honor

When Barbara "Bobbie" Friedenheim, director of donor relations, Development, the HealthEast Trust Fund, expressed concern at the necessity to remove donor plaques from renovated areas of TAH site, she sought the cooperation of the Board of Associates of TAH—LVHC and Facilities Management personnel (TAH), in her quest to restore the plaques to a place of honor.

"The donors are an important part of this hospital," she says, "and we like to show that we care about those who care about us. It's my job to see that they are recognized and that the hospital expresses its gratitude."

During the extensive renovations of TAH site, some of the old plaques were removed and sent to Archives until new space could be dedicated. "For some donors, these plaques are their final legacy. The plaques needed to be retrieved and put back into view," explains Friedenheim.

Fifty-eight plaques were collected, but a new problem arose. Years of exposure, coupled with the dusty climate of renovation, had left the plaques in a sorry state. They were in no condition to be displayed. Some of the engravings were worn beyond recognition and the plaques were so badly tarnished that they could not be

read clearly.

After this gloomy diagnosis, it was soon discovered that restoration of the plaques would be costly. Friedenheim sought help from Facilities Management at TAH site. Realizing the cost of restoration, plus the importance of donor recognition, Willard Steward,

were restored. According to Steward, "The assignment was completed during the regular work week, but Norm spearheaded the operation. It was his hard work and perseverance that got the job done."

Some of the plaques are 90 years old and were installed at a time when records were not always kept. Because of this, their original locations are unknown. And due to the extensive restoration of TAH site, some locations where plaques were originally displayed may no longer exist. New space needed to be dedicated.

The Board of Associates agreed that restoration of the plaques, and the memory of the donors, was a worthy cause. The Board offered to fund the arrangement of all the plaques into one large collage. This included the purchase of a large parent plaque around

which the newly adopted orphans would be placed.

According to Friedenheim, "What is really significant about the plaques' restoration project was the overall sense of gratitude it conveys. It was a team effort involving several vastly different departments and organizations and it serves as just one example of the many unsung virtues and commitments of this hospital and its employees."

The 58 plaques were recently given a new home on the west wall of TAH site's main lobby. They surround the Board of Associates' plaque honoring these donors. And, while many of those who were responsible for these donations have faded into the past, their legacies will shine for many years to come.

The above article was prepared by Stephen Snyder, a participant in the summer internship program with Communications.



SCOTT DORNBLASER

Norm Weaver of Facilities Management affixes one of 58 plaques to the lobby wall at TAH site. The plaques were gathered from various locations during renovations, cleaned up and given a place of honor.

Facilities Management manager, operations, accepted the task.

Norman Weaver, a retiree working part-time in the carpentry shop, worked diligently. Using a simple steel wool pad and scrubbing each plaque, Weaver removed the grime and tarnish. Then, he used a small black marker to fill in the engravings, giving the plaques a "like new" look.

With his dedication and desire to assist with the project, the plaques

Showdown Near In Volleyball Race

As the summer volleyball action went through its eighth week, a tight race between Team Four and Team Six developed. None of the remaining five teams in the league has a shot at the title.

Only two games separate the league leaders. Team Six is at 34-6, while Team Four is 32-8 in the win-loss column. Team Four is one game fur-

ther along the schedule, but they had a rainout; the toughest match of the season for Team Six was with Four, a 3-2 contest. Four matches remain for the league leaders, including a showdown with each other.

Other records thusfar include Team Three, 19-16; Team Two, 16-24; Team One, 14-31; Team Five, 12-23; and Team Seven, 8-27.



SCOTT DORNBLASER

Shown from left are Robert Hollenback, Stacy Rupert, R.N., ICU; Michelle Kratzer, R.N., 6S; and Penny Jacobs, R.N., C.E.N., Emergency, with the flags each department received from Hollenback.

Former Patient Thanks Units With Star-Spangled Applause

Three TAH site departments recently received an unusual thank-you from a former patient — an American flag that was flown over the Capitol in Washington, D.C.

Robert Hollenback, a disabled Vietnam veteran, was rushed to TAH site when seriously ill, where he was attended by personnel in three units during his 10-day stay. "I remember the day that put me in the hospital," he recalls. "I can't and never will forget what they did and what they were trained to do. It saved me from sure death."

To show his gratitude, Hollenback contacted Rep. Don Ritter (R-15th Dist.) and requested that flags be flown over the Capitol; one for each of the departments that played an integral part in his care. "The American flag is a special part of my life," he states. "This is my special way of showing I feel something or someone is outstanding or exceptional." This gesture of appreciation took place, appropriately enough, on Flag Day, June 14. A 5-by 8-foot flag and a certificate of appreciation were then given to each department involved in his care.

Diane Popovich, R.N., associate head nurse, Emergency, says, "It is nice that we were remembered by this patient. We normally are not recognized in this way because patients are admitted directly to the nursing units or go home. This was a nice remembrance."

Pat Boyer, R.N., Intensive Care Unit head nurse, agrees. "It was a real honor to have the flag dedicated to our unit. It was so touching and so nice of Mr. Hollenback."

As third recipient of a flag, Jean Rohal, R.N., associate head nurse on 6S, was honored by the gift. "We are very pleased with this unique expression of gratitude," she states.

Hollenback, nicknamed "The Patriot," has been the recipient of many awards for outstanding contributions he has made to others. Among the awards are three letters from past American presidents. The first came in 1976, when President Ford commended him for his patriotic allegiance and participation in the national Bicentennial celebration.

He, his former wife and daughter, Lori Ann, clothed in handmade, patriotic costumes, marched in 57 parades in 57 different American cities. He also received letters of commendation from Presidents Nixon and Carter for his persistent interest and pride in our country.

Hollenback feels that the people who cared for him are like "family" and wants each and every one of them to know how much he appreciates their efforts, professionalism and compassion.

HealthCounts Announces Fall Programs

A broad range of programs were unveiled by HealthCounts, with smoking cessation heading the list.

Four Smoke Stoppers[®] programs will be held, beginning on Sept. 19, Oct. 10, Oct. 24 and Nov. 7 at several sites in the area. The eight-session program has a fee of \$150, which is discounted for employees.

Smoking Cessation Hypnosis is a single, 90-minute session that focuses on eliminating thoughts and behaviors that support the smoking habit, and carries a \$10 employee fee. Programs will be held Sept. 26 at LVHC site auditorium, Oct. 19 at TAH site auditorium, Nov. 14 at LVHC site Classroom 1 and Dec. 5 at TAH site auditorium.

The L.E.A.R.N.[®] Weight Control program involves 10 sessions of 90 minutes each and will be offered three times. The employee fee for the program is \$90. Classes begin on Sept. 20 in LVHC site Board Room, Sept. 26 in LVHC site Classroom 2, and Oct. 15 in the OR Conference Room at TAH site. Shapedown[®], an adolescent weight control program, begins Sept. 24 at LVHC site auditorium and carries a \$250 fee with an employee discount. It involves an appointment with a behaviorist prior to the first night of class.

Other programs offered by HealthCounts will include a free lecture series titled "Living With Arthritis", beginning Oct. 4. The series, scheduled for Classroom 2 at LVHC site, includes talks on advances in treatment, medication, exercise and pain management and information about surgical interventions.

Another free lecture series, co-sponsored with the Digestive Sciences Regional Resource Center, deals with a variety of digestive disorders. Beginning on Oct. 15 and meeting weekly in the TAH site auditorium, the series will focus on irritable bowel syndrome, facts and fallacies about digestive disorders, common colon problems and gall bladder diseases.

Stress management, presented in five two-hour sessions at a cost to employees of \$45, will begin Oct. 30 in Conference Room B at TAH site.

For additional information about the programs or to register, contact HealthCounts at 821-2150.

HealthEast Board Hires Consultant

Continued from Page One

growth and change that characterized our organization in its first eight years can now reach a new balance among its various parts. We think we can emerge from this analysis with a stronger, better understood public identity," Roberts points out. "Improvements in our organization should take place in a manner," according to Roberts, "that maintains programmatic focus and operational momentum in areas of obvious clinical or managerial strength."

"Management will be more closely integrated. Patient care programs will continue to excel. The role of HealthEast will be clearer, and the organization we've all worked so hard to build will move inevitably into its next phase of development," Roberts concludes.

The Board plans to complete its review in autumn and make a public announcement at the annual meeting in November.

Gaylor Saluted At Testimonial For Service

Several hundred friends, family and colleagues gathered recently to honor Donald H. Gaylor, M.D., at a testimonial dinner that celebrated his nearly 20 years of service as chairman of Surgery at TAH—LVHC.

The Rev. Daniel Gambet, OSFS, president of Allentown College of St. Francis de Sales and member of the HealthEast Board of Directors, was master of ceremonies. Other speakers included George Hartzell Jr., M.D.; Samuel R. Huston; Lawrence Levitt, M.D.; George Moerkirk, M.D.; Gary Nicholas, M.D.; Charles Scagliotti, M.D., and Headley S. White Jr., M.D.

Gaylor became chairman of Surgery for the Allentown Hospital Association in 1972 and was later named chief of surgery at Sacred Heart Hospital. Through his efforts, what is now LVHC site became Pennsylvania's first state-designated trauma center. He also helped make the hospital's open-heart surgery program the second largest in the commonwealth.



Shown from left, Francine Rollo, Frances Novak, Denise Neas and Lisa Markle are all new graduates of the School of Medical Technology at TAH site.

Four Complete Med Tech Program; Awards Given

Members of the 50th graduating class of TAH—LVHC Program in Medical Technology were honored at commencement exercises held recently in TAH site auditorium.

Graduates are Lisa Markle and Denise Neas, both of Emmaus, Fran Novak of Wilkes Barre and Francine Rollo of Bangor.

Neas received the academic achievement award for the highest academic performance during lecture as well as the award for highest clinical average.

Other awards included outstanding clinical instructors, Ann Belzecki, Microbiology, and Marie Mingora, Coagulation, both medical technicians at LVHC site; outstanding lecturer, Beth Cepil, sites coordinator and quality assurance manager, HealthEast Laboratories and outstanding teaching department, Microbiology. The awards were presented at a graduation luncheon at the Hamilton Plaza, Allentown.

Each student received a minimum of 30 semester hours of college credit toward completion of a bachelor of science degree in medical technology. The degrees were conferred by several of the program's 12 affiliated colleges.

The program is under the medical direction of John Shane, M.D., hospital

chairman of Pathology. Nancy Bickford, certified medical technologist, is the program director. The program encompasses the areas of blood bank, coagulation, chemistry, hematology, immunology, microbiology, urinalysis, management and education.

Based in HealthEast Laboratories, students rotate through both sites in order to study the different specialties in the field of clinical laboratory science.

Benefits Spotlight: Had A Break In Service?

Any employee who previously worked at either The Allentown Hospital, Lehigh Valley Hospital Center, HealthEast or Lehigh Valley Hospice and had a break in service is asked to contact Human Resources.

Human Resources must be advised of the employee's approximate dates of employment as well as their break in service. This will assure accurate documentation of the correct number of years of service and pension credit.

Contact Gerianne Keiser (LVHC), ext. 8839; Maryjane Zanders (TAH), ext. 2930 or Leilani Souders (HE), ext. 7936.