

CHECK UP

NOVEMBER 2005

A MAGAZINE FOR EMPLOYEES
OF LEHIGH VALLEY HOSPITAL
AND HEALTH NETWORK



Oh No, Chaos!

Learn how colleague
moms keep it cool
on pages 6 and 7.



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610-402-CARE • www.lvh.org



Issues & Initiatives

Your Future Is in Good Hands

Although his retirement is a long way off, Lou Liebhaber's dream includes waking up in the Lehigh Valley and reading *The New York Times* from front to back each morning. He also plans to stay healthy, spend more time with his family, travel, pursue his hobbies, volunteer his time and continue his education.

More than 100 years ago, 13 auxiliary members made a steadfast commitment to their community. By raising more than \$5,300 to purchase a piece of land at the corner of Allentown's 17th and Chew streets, they laid the foundation for a hospital to care for their neighbors, friends and family members.

When those original founders of The Allentown Hospital (what is today LVH-17th and Chew) made that commitment, they fully expected it to last not just for years, but for generations. Together, more than a century later, we further that commitment with the work we do every day to heal, comfort and care for our community.

As an organization, our commitment goes one step further, to all of our 7,500 colleagues. We recognize you for a job well-done, both through merit-based pay increases and our recently distributed Shared Success Plan bonus, the largest in our hospital's history. Another commitment that goes largely unnoticed is the tens of millions of dollars we set aside annually to ensure our pension plan is appropriately funded.

As you've probably heard, we're making changes to our retirement benefits starting this spring. You've probably received a letter from our president and CEO, Elliot J. Sussman, M.D., talking about some of the changes, and this *CheckUp* provides more details starting on page 8. When we chose to redesign our pension, we carefully selected plans that offer options reflecting our more diverse workforce. You probably still may have questions, especially about making the right choice for you and your family.

No matter which option you choose, our organization's financial strength and commitment will stand behind you every step of the way. We've enjoyed our best financial results ever in fiscal year 2005. Thanks to the guidance of our chief financial officer Vaughn Gower and the diligence and oversight of our Board of Trustees, our financial strength ensures we'll stand behind our commitment to you.

We're here to help. Even if you're feeling overwhelmed by the retirement options right now, we're here to make every effort possible to assist you. In the early part of next year, you'll receive an enrollment packet with brochures explaining each option in greater detail. You'll be able to use a computerized tool that can help you decide which option makes the most sense for you and your family. We'll host meetings where you can ask more questions and get answers. We'll also continue monthly updates in *CheckUp*.

The bottom line: You don't have to stay awake at night worrying about your retirement plan. Our organization's continued strength—backed up every step of the way by the work you do every day on behalf of our community—means we'll work hard to ensure the retirement you envision is the one you enjoy.

Lou Liebhaber, Chief Operating Officer

Grillin' Up Some Gratitude

When LVHHN took care of Bruce Minarik's medical bills, he returned the favor...with food

What a vacation Bruce Minarik was having. The weather was great and the food even better. A self-employed caterer, the Coopersburg man didn't mind doing the cooking in his rented Ocean City, N.J., beach house, especially when the menu included steamed clams.

Turning his back from the stove for only a moment to take a phone call, the unthinkable happened—a pot of melting butter caught fire. He grabbed the flaming pot and sprinted toward the door. As he reached to open the screen door, the pot banged against it, spraying flaming butter onto his head and arms.

He was taken to a local hospital but, disappointed with the care. He chose to go to LVH—Cedar Crest the next day. "I was given two options," he says, "receive treatment for the wounds and be out of work for several months, or get skin grafting and get back to work sooner."

Minarik chose grafting, but his limited health insurance would not cover his \$80,000 medical bill. "I was devastated," he says. "I always pay my bills, but I didn't know how I would pay this one." He applied for medical assistance but was denied because he made too much money. So, he faithfully began to pay off the debt in monthly installments.

It was then that Sandi Colon, director of patient financial services, noticed Minarik qualified for LVHHN's charity care program. "I called him and told him we could get rid of his debt totally," Colon says. "He was so relieved, he cried."

"I was ecstatic," Minarik says, "but it didn't feel right to accept the hospital's money without giving something back." When he learned the patient accounting staff was being rewarded with a Friday afternoon picnic, Minarik jumped at the chance to help.



Payback Time—Serving up burgers, franks and salads, Bruce Minarik (right) catered the patient accounting staff picnic at Emmaus Community Park for free after colleagues like (from left) Sandi Colon, director of patient financial services; Vaughn Gower, Chief Financial Officer; and Joanne Kurtz and Mary Rosenberg, both of patient accounting, helped Minarik erase an \$80,000 medical bill.

"He offered to cater the entire picnic at his own expense," Colon says. "He wouldn't take 'no' for an answer." Minarik would usually charge about \$1,800 to cater an event for more than 100 people, but this party was on him.

"To get the kind of care I received was a miracle in itself," Minarik says from behind his barbecue grill. "To get it for free is a godsend. Cooking for these people is the least I could do."

Rick Martuscelli



An Inspiring Woman Gets State Accolade

Financial counselor Amy Potter (right) received a citation from State Rep. Jennifer Mann (D-Lehigh) recognizing her the Walking on Water Award Potter received at the September Star Celebration. Potter helped an uninsured woman who needed surgery and her daughter get back on their feet by inviting them to stay in her home. "The strength of our community depends upon dedicated people like Amy," Mann says.

Coming Full Circle

Caregivers bring comfort to hospice founder
Abram Samuels and his family

Abram Samuels' wife, Tretchie, appreciated the laughter Scott Henninger, a hospice home health aide, brought to her home—so much that she sometimes finished his jokes. Henninger cared for Samuels, who helped bring hospice to the Lehigh Valley, before he passed away in May.

For hospice home health aide Scott Henninger, the hands told part of the story. Abram Samuels' fingers were slender and his skin soft and smooth, unlike those of patients who worked in construction or factories. "They told me he was a musician," Henninger says.

As he delivered end-of-life care for Samuels this past May, though, Henninger didn't realize his patient's contribution to his own care. In 1975 Samuels read a *People* magazine article about hospice care, learning about its team approach and modern pain management techniques for people at the end of life. He grew fascinated, and soon traveled to New Haven, Conn., hospice's U.S. birthplace.

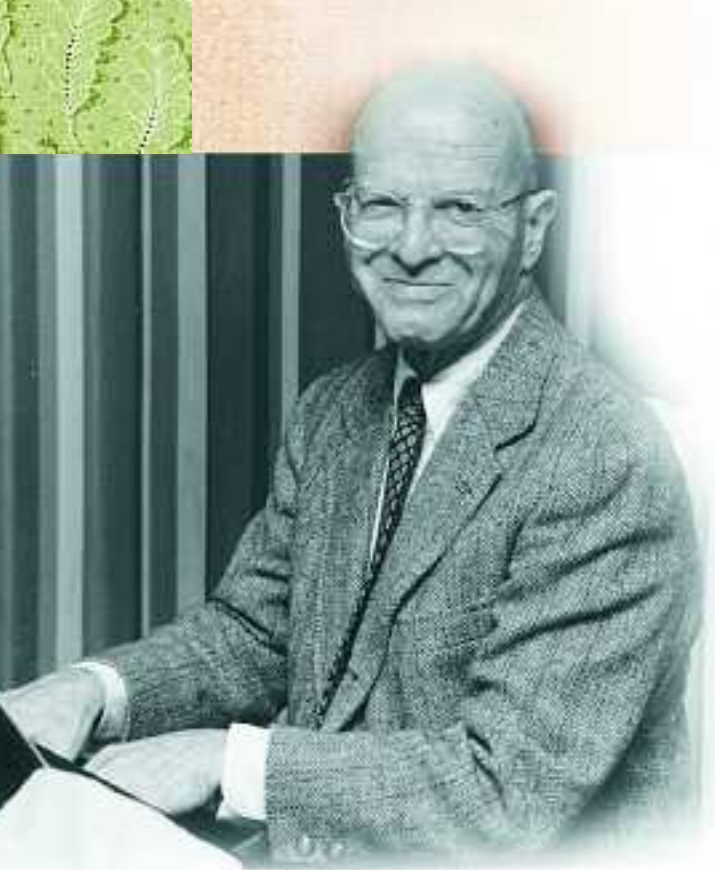
Upon his return, Samuels, board chairman of Automated Devices Co. in Allentown, joined with other members of the Allentown Rotary Club and started what is now Lehigh Valley Hospice, providing hospice care to people in their homes and at LVH-17th and Chew. "Abe always wanted to help people, and he was very interested in health care," says his wife of 60 years, Tretchie.

This year, Abram Samuels' vision came full circle. As Samuels battled a failing heart and prostate cancer, his physician, Joseph Candio, M.D., referred him to hospice. The hospice care team ensured his final days were rich, meaningful, and filled with love and companionship.

"Scott and all the caregivers and volunteers were marvelous," says Tretchie, a former patient representative volunteer at LVH-17th and Chew. "They helped Abe stay at home as he desired."

Every other day at their house, Henninger bathed and shaved Abram Samuels, then turned him toward the bedroom window to help lift his spirits and ease his pain. He also made sure Samuels received a hospital bed to make it easier for Tretchie and her family to care for him.





Abram Samuels, a hospice founder, brightened a party when he played jazz favorites by Irving Berlin and George Gershwin on his grand piano. He gave benefit concerts at The Allentown Hospital auxiliary's annual spaghetti dinner and at Cedar Crest College.

"I don't want my patients and their families to think about their illnesses when I'm there," Henninger says. So he helped by making the family laugh, practicing material from his stand-up comedy routine. "I could've had a long face and cried, or remained stable," Tretchie says. "I wanted to remain stable, and Scott's laughter helped me accomplish that."

At first, Henninger said he wished he had realized Samuels' contributions toward bringing hospice to the Lehigh Valley. "I would have asked him if our care truly met his vision," he says. But then Henninger thought differently. "Knowing Mr. Samuels and his family were comforted by his care is all the reassurance I need."

Sally Gilotti



Remember a Loved One...

Linda Donald, R.N., Lehigh Valley Home Health Services, crafted the quilt featured here. The quilt was sold to raise money for hospice services. A similar wall-hanging is displayed on the hospice inpatient unit to remember patients. You can remember someone special, too, by purchasing a light that will glow on a memory tree in the LVH-17th and Chew garden during November and December each year. **Call 610-402-CARE by Nov. 14 for more information.**



Same Quality Care, New Look

The inpatient hospice unit at LVH-17th and Chew features a new look. Yet the care and comfort caregivers provide patients and their families remains the same high quality it's been for a quarter-century. *Take this "tour" of the recently renovated unit:*



Two additional rooms allow the unit to accommodate 10 patients.



A new overnight room provides comfort and privacy for patients' family members.



A water fountain is the focal point of the renovated family waiting area. The pleasant sound of trickling water offers a calming backdrop for private conversations.



Another highlight is additional workspace for colleagues, including a new area to offer patients and families warm welcomes.

Learn more about Lehigh Valley Hospice services by taking a virtual tour on the intranet, www.lvh.com, or calling **610-402-CARE** for a brochure.

The Pregnant Girls Gang

The Gang's All Here—

It's no wonder these women connected and formed the Pregnant Girls Gang. They all work at the hospital, were pregnant at the same time with their first children (except one), and had natural births. From left: Jamie Sanchez with Reia, Kristin LeBlanc with Aiden, Donna Stoeckel with Jillian, Lisa Holubowski with Jack, Cynthia Mang with Olivia, and Gina Sierzega with Madeline. "It feels like yesterday we were all trying to figure out if we were having boys or girls," Holubowski says. "Now, we're celebrating our babies' first birthdays."



Living miles from her family in St. Louis, Mo., was not easy for Lisa Holubowski, R.N., especially when her sister was expecting a child, too. Holubowski had recently moved to the Lehigh Valley and was yearning for girl-talk. "I wanted to share my thoughts with someone who could relate to my excitement and the changes I was experiencing." And so, her search began.

But, Holubowski, a float nurse at LVH-Cedar Crest, didn't have to go far. There were moms-to-be everywhere she turned. Her colleague Rick Sierzega, R.N., introduced her to his wife, Gina, a research and grant specialist for patient care services, who was

four months pregnant with their first child. She also started talking to Jamie Sanchez, an administrative partner in the float pool, who was expecting her third child.

On 6B, Holubowski met Donna Stoeckel, R.N. They were due within days of each other and shared the same obstetrician (and now the same pediatrician). Soon they were going to their appointments together. She also met Kristin LeBlanc, a physician assistant with Lehigh Valley Medical Associates, and Cynthia Mang, a physician assistant in the department of surgery—both pregnant as well.

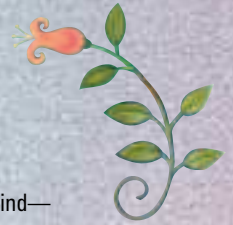
Pregnancy brought them together.

Friendship helped them cope.

Motherhood has kept them close.



Pregnant? Try Mindful Birthing



Childbirth isn't just about your body. It's about your mind—and your mind can either help or hinder your childbirth experience.

"Pregnant couples spend a lot of time planning and worrying, and that creates stress," says Nancy Bardacke, certified nurse midwife and teacher of mindful birthing. "The truth is, we don't know what's going to happen. When you're in the future or past, you're not in the present and are less able to deal with what's happening."

Living in the present is important during labor and delivery when you'll have moments with—and without—discomfort. "Moments in labor without pain are lovely," Bardacke says. "But if our mind is thinking about the last contraction, or the next one, we miss the moments of deep relaxation and peace."

Practicing mindfulness during childbirth can help. Bardacke—the nation's expert on the topic and a mother of two—will teach couples how to work with the experience of childbirth, moment-to-moment, at November's Spirit of Women workshop. "Mindfulness helps partners, too," she says. "They're often nervous and don't know what to do. They learn how to truly *be there* to give the support and help laboring moms really need."

You'll both learn how to use meditation and yoga to tap into your inner reservoirs of strength and courage. The workshop goes hand-in-hand with most childbirth education classes—and is a step toward learning mindful parenting, too.

Want to know more? Turn to page 12 for details on registration and fees, or call 610-402-CARE.

"Anywhere there was a pregnant woman, I met her," Holubowski says. "We would talk about everything, from how our bodies were changing to what motherhood would be like. Everyone was so great I knew they all had to meet each other."

So, Holubowski organized a night out, and soon the gang was meeting regularly, sometimes for lunch in the hospital cafeteria. On occasion her sister-in-law, Wendy, who also was expecting, would join them. Before long, they were close friends and then mothers—first Sanchez, then LeBlanc, Sierzega, Mang, Holubowski, and finally Stoeckel.

Their gang now has six new members (four girls and two boys), all of whom just celebrated their first birthdays. Getting together is much harder than it used to be, so they're all taking mother-and-child swimming lessons together. "Although we mostly talk on the phone now, we're still giving each other advice about nutrition and naps," Holubowski says. "Every day is something new. It's comforting to know we'll always have each other."

Sally Gilotti



It's Your Choice

In the spring of 2006, you'll have an opportunity to make an important decision about your future retirement benefits. Learn about your three choices.



Stay in the program you have now...

Option 1 Traditional Retirement includes:

- *Current* Retirement Plan – you continue to participate in current LVHHN Retirement Plan
- *Current* Employee Savings Plan – you may save through a 401(k) or 403(b) plan

does not include:

- Personal Retirement Plan
- matching contributions to your Employee Savings Plan



Choose a *slightly* different program...

Option 2 Retirement Plus Matched Savings includes:

- *Modified* Retirement Plan – you continue to participate in LVHHN Retirement; however a less generous benefit formula applies beginning July 1, 2006 (note: benefits accrued as of July 1 are not affected)
- *New* Matched Savings Plan – you may save through a 401(k) or 403(b) plan and receive an LVHHN match on your savings

does not include:

- Personal Retirement Plan



Choose a *very* different program...

Option 3 Personal Retirement Account includes:

- *New* Personal Retirement Plan – an LVHHN-funded account-based plan
- *New* Matched Savings Plan – you may save through a 401(k) or 403(b) plan and receive an LVHHN match on your savings

does not include:

- LVHHN Retirement Plan – you will stop earning pension benefits under this plan July 1, 2006; however, benefits accrued as of July 1 are not affected



First, rheumatology referral clerk Lana Brago will have to decide on a retirement option. Then, she'll have to decide what national park to visit first. Brago's retirement dream: **a tour of the western U.S. in a new motor home.**



How do the options differ?

The Retirement Plan is a “defined **benefit** pension plan.” The Personal Retirement Plan and the Employee Savings and Matched Savings Plans are “defined **contribution** plans.” Before comparing the options, it’s important to understand the differences between the two.

The key differences are:

- in the way your benefits are determined
- whether you contribute to the plan and have investment choices
- whether benefits increase or decrease due to fluctuations in investment markets
- whether benefits are payable for life, and
- whether you can take your benefit with you when your employment ends.

What is vesting?

Vesting is your right to receive a benefit under any of the plans.

- Both the Retirement Plan and Personal Retirement Plan require five years of service to be eligible to receive a benefit.
- You are always fully vested in your contributions, and any LVHHN matching contributions, to the savings plans.

During the next few months, *CheckUp* will take a closer look at the differences among the three program options and the factors to consider when making your choice.

Defined **Benefit** Versus Defined **Contribution** Plans

Plan type...	Defined benefit pension plan (Retirement Plan)	Defined contribution plan (Personal Retirement Plan, Employee Savings Plan and Matched Savings Plan)
This means ...	Your benefit is “defined,” that is, the plan provides a specific benefit at retirement based on your pay and years of service. Benefits are generally paid as an annuity when you retire. LVHHN pays the full cost of the plan and assumes all of the investment risk, which means your monthly benefit will not be affected by fluctuations in the investment markets. You do not make any contributions or investment decisions.	Your contributions are “defined.” The plan focuses on the amounts you and LVHHN contribute to an account, and lets you choose how this money is invested. When your employment ends, LVHHN is not obligated to pay you a specified benefit at retirement. Instead, the amount you receive depends on the contributions made and how your investment funds perform—in other words, you assume the investment risk for your benefit.
Program options include ...	Both Option 1 and Option 2 include the defined benefit LVHHN Retirement Plan. (Under option 2, you earn benefits under a less generous formula for service after July 1, 2006; accrued benefits prior to that date are preserved.)	All three options include a defined contribution plan: <ul style="list-style-type: none"> • Option 1: Employee Savings Plan • Option 2: Matched Savings Plan • Option 3: Both the Personal Retirement and Matched Savings Plans

Health Begins HERE!

Jeff Etchason, M.D., wants to improve health where it starts—in the community

In Our Community—Jeff Etchason, M.D., joins community health vice chair Judy Sabino in a mission to improve health in our community. “Health status is determined by the availability of quality care, as well as social, economic, environmental, lifestyle and genetic factors,” Sabino says. “We look forward to working with Dr. Etchason to enhance health across our community.”



Early in his medical career, Jeff Etchason, M.D., remembers caring for a 30-year-old woman who was being physically abused. “I could treat her injuries, but not the root of her problem,” he says. “Through similar encounters, I came to realize there is so much more to health than medical care. In many important ways health is a product of society and community.”

Etchason’s desire to build healthier communities began as a social worker in his hometown of Indianapolis, Ind., in the early 1970s, and now leads him here as the new chair of Community Health and Health Studies.

While still in Indianapolis, Etchason developed multiple skills, including journalism. He helped communities start newspapers to address concerns like substance abuse, mental health and poverty. Schooled in philosophy and political science, Etchason didn’t begin his career in medicine until age 35 when—with encouragement from his brother, also a doctor—he was accepted into medical school.

After clinical training in internal medicine at the Mayo Clinic, he focused on improving the quality of health care, first as president of the Kerr L. White Institute for Health Services Research, and then in various roles at the Centers for Disease Control and Prevention. There, he again saw ways to improve people’s health besides medicine. “More

people are getting diseases that can be prevented, like diabetes,” he says. “As a society, we’re spending more and more money on medical care, while many people are becoming less healthy. I want to help change that.”

Now, fueled by his considerable public health and research background, he’s taking the chair position pioneered by the late Mark Young, M.D. He sees the hospital as a resource to the community and wants to partner with schools, government, businesses, faith-based organizations and community groups to improve everyone’s health through improving our community. “There is an increasing recognition of the connection between exercise and health. However, we also need safe neighborhoods so people can walk and children can play,” he says.

Etchason also plans to continue researching the impact our care has on the community. One step: creating a database tracking the health status of people in the Lehigh Valley—a rarity for hospitals—to better understand the needs of our community and measure the impact of the work we do for the community. “We’re already known nationally for delivering quality care to our patients,” he says. “We have an opportunity also to be a national leader in improving the overall health of a community.”

Sally Gilotti

SERVICE STAR of the MONTH

For two days, John Schweder's family stayed at his bedside while he received care after suffering terminal injuries in a fall. Colleagues on LVH–Muhlenberg's 4T, "virtual strangers to us only 24 hours prior, went above and beyond anything we expected," says Stephanie Schweder-Krazter, John's daughter and director of annual giving.

Colleagues prepared an overnight room for Schweder's wife, found extra recliners for Schweder-Krazter and other family members, and made coffee at 2 a.m. when sleep eluded them. "One colleague came in, said, 'Rest in peace, John,' and kissed him on the forehead," Schweder-Krazter says. "There wasn't a dry eye in the room." When John passed, colleagues offered hugs and comfort.

"Nobody there knew I worked here," Schweder-Krazter says. "To them, I was just a daughter saying goodbye to her father. I hope they realize every kind word and gesture meant the world to us. On behalf of my family, this is one small way to say thank you."

Kimberly Hassler



SERVICE STARS

Karen Morsi (seated), technical partner; (standing, left to right) Manmeet Thakral, R.N.; Charisa Kromer, technical partner; Kassidy Lax, technical partner; and Helen Koch, R.N., are part of the team that received this month's Service Star award.

Congratulations to Award Nominees

Bill Kline, visitor assistant, LVH–Cedar Crest

Nominated by Sally Christman, title registration specialist, cancer center

Jeanne Schevets, lactation consultant, mother-baby unit, LVH–Cedar Crest

Nominated by Kami Reinhard, physical therapist

Sandy Bird, case manager, Regional Heart Center–surgical, LVH–Muhlenberg

Nominated by Debbie Stupak, R.N., intensive care unit, LVH–Muhlenberg

To nominate a star, go to e-mail's bulletin board at **Forms_rewards**.

Right click to "use form."



WORKING WONDERS

George Dwinell and Curt Saeger turn trash into cash by recycling.

Like a light bulb flashing on, electricians Curt Saeger and George Dwinell found their Working Wonders idea by examining what they do each day. "We saw so much scrap metal being thrown away, like copper wires and pipe, we figured we could recycle it instead," Saeger says.

Their idea resonated with electrical foreman Jack Mack. Working with safety director John Lehr, Mack tracked the weight of discarded scrap metal for a six-month period (trash removal costs are based on weight). He also researched how much revenue the hospital could generate through recycling.

It all added up. A new dumpster behind the engineering building at LVH–Cedar Crest is reserved solely for scrap metal recycling. The hospital saves by not hauling away extra tons of trash, and creates revenue through recycling.

Kimberly Hassler

How It Adds Up

IDEA	Recycling (and not discarding) scrap metal
BY	George Dwinell, Scott Gordon, John Lehr, Jack Mack, Ryan Malone, Louis Molnar, Curt Saeger and Hugh Spang
ESTIMATED ANNUAL SAVINGS	\$6,000
AWARD AMOUNT	\$505 (year-to-date)

Submit an idea via e-mail's bulletin board at **Forms_LVH** or by clicking "Working Wonders submission form" on the intranet (www.lvh.com).

What's Happening at LVHHN

FOR MORE DETAILS ON ALL
PROGRAMS, CALL 610-402-CARE.

Coming Soon to a DVD Player Near You

It started as an alfalfa field, but transformed into a place that helps our community lead healthier lives. Learn about our caring tradition and see the region's most advanced new hospital in "LVH-Muhlenberg: The Movie," a DVD featuring highlights of the hospital's past, present and future.

Call 610-402-CARE to order your copy.

PROTECT OUR COMMUNITY: GET YOUR FLU SHOT

All colleagues and volunteers are encouraged to get a free influenza vaccine. Get yours at the employee health office during walk-in hours (listed below), or at various "flumobile" clinics. Check e-mail for "flumobile" dates and times.

LVH-Cedar Crest

Mon. 7 – 8 a.m. and 1:30 – 4 p.m.
Tue. 1 – 3 p.m.
Wed. 7:30 – 8:30 a.m.
Thu. 1:30 – 4 p.m.
Fri. 7 – 8 a.m.

LVH-Muhlenberg

Mon. 1:30 – 4 p.m.
Tue. and Thu. 7 – 11 a.m.
Wed. 2 – 4 p.m.
Fri. 8 – 10 a.m.

LVH-17th and Chew

Tue. and Thu. 7 – 8:30 a.m.

ALSO, we'll again offer vaccinations to community members, beginning at LVH-Cedar Crest (see below). Check the e-mail bulletin boards for news on possible additional dates.

LVH-Cedar Crest

Sat., Nov. 19; 1 – 4 p.m.

Nov.
1

Macy's Lehigh Valley Community Shopping Day

Tue., Nov. 1

9 a.m. – 10 p.m.

Macy's Lehigh Valley Mall

Love to shop? Then participate in Macy's Lehigh Valley Community Shopping Day. For \$10 you'll get a savings pass good for up to 20 percent off most of your Macy's Lehigh Valley Mall purchases. All proceeds benefit Friends of Nursing.

Nov.
2

Guys' Night Out – Health Care for Men

Wed., Nov. 2

FREE

6:30 p.m.

Southern Lehigh Public Library, Center Valley

Learn key men's health issues and earn a chance at a \$150 Home Depot gift certificate.

Nov.
7

Be SMART, Act SMART

Mon., Nov. 7

FREE

2 – 4 p.m.

LVH-17th and Chew, Center for Healthy Aging

Learn how to make simple changes in your life to increase your overall wellness.

Nov.
8

Taking Control of Your Stress

Tue., Nov. 8

FREE

9 – 11 a.m.

2166 S. 12th St., 1st floor conference room

This Preferred EAP class will teach you strategies to deal with stress in your life.

Nov.
10 &
11

Employee Craft Fair

Thu., Nov. 10; 5-8 p.m.
Fri., Nov. 11; 7 a.m. – 4 p.m.

LVH-Cedar Crest, Anderson Wing Lobby

Shop until you drop at the Recreation Committee's employee craft fair.

Nov.
12

Mindful Birthing

Sat., Nov. 12

\$45

8 a.m. – 3 p.m.

LVH-Cedar Crest, Auditorium

Labor and delivery can be the most challenging part of pregnancy. You and your partner will learn how to use mindfulness—a moment-to-moment awareness—to work with the childbirth experience. Taught by a national expert, you'll understand how to use your mind to ease—rather than hinder—your experience. Learn more on page 7.

Nov.
20

Abundance Day

Sun., Nov. 20

FREE

11 a.m. – 5 p.m.

LVH-17th and Chew, School of Nursing

Swap and recycle items from your home for someone else to enjoy at this Community Exchange program.

Compliance Hot Line — 877-895-2905

As colleagues, we conduct ourselves in honest, responsible ways while delivering quality care to our patients. That's why any concerns you may have about potential wrongdoing must be reported immediately. Such wrongdoing includes conflicts of interest, ethical standards violations, patient privacy rights, theft or abuse of property, embezzlement or fraud, billing irregularities, policy violations or workplace violations.

If you have such a concern, please talk to your supervisor. If you're uncomfortable talking to your supervisor, please call the compliance hot line at 877-895-2905. No retaliatory actions will be taken against any caller for reporting suspected violations. **To learn more about our compliance hot line and policy, visit the intranet.**

**Nov.
22**

Overcoming Negativity in the Workplace

Tue., Nov. 22

FREE

9 – 11 a.m.

2166 S. 12th St., 1st floor conference room

Learn how to steer clear of negativity at this Preferred EAP seminar.

**Nov.
26**

NYC on Your Own

Sat., Nov. 26

\$22

8 a.m. – 7 p.m.

Enjoy the sights and sounds of the holiday season in New York City on this Recreation Committee trip.

**Nov.
29**

How Did You Sleep Last Night?

Tue., Nov. 29

FREE

10 – 11 a.m.

Slate Belt Senior Center

Learn how to ensure a good night's sleep.

Successful Aging – On the Move

Tue., Nov. 29

FREE

10 – 11 a.m.

LVH-17th and Chew, Center for Healthy Aging

Exercise options change as you age; learn the latest options.

Everyday Tai Chi

Tue., Nov. 29

6 weeks, \$42 reimbursable through Culture of Wellness

7 – 7:45 p.m. or 8 – 8:45 p.m.

Healthy You Center

Build flexibility and strength, ease stress and rebalance your life with these mind/body practices. Tai Chi focuses on flowing movements.

**Nov.
30**

Build Your Own Food Pyramid

Wed., Nov. 30

FREE

7 – 8:30 p.m.

LVH-Cedar Crest, Auditorium

Learn how to climb the new food guide pyramid to a healthier lifestyle.

**Feb.
12 - 21**

Save the Date – Cruise the Caribbean

Feb. 12 - 21

Get out of the winter weather and get ready for fun in the sun on this Recreation Committee trip.



Answer Our Casting Call

The diversity of the Lehigh Valley is growing. To better reflect our community, we are in search of models of all ages from diverse cultures, including Latinos, African Americans, Middle Easterners and Asians, willing to be photographed. The photos will be used for brochures and other materials we distribute to the community.

To schedule a photo shoot, call 610-402-3174.

Meet LVH-HN's New PHYSICIANS



John B. Maggioncalda, Ph.D., M.D.

DEPARTMENT

Surgery

DIVISION

Urology

PRACTICE

Urologic Associates of Allentown Inc.

EDUCATION

Bucknell University

Thomas Jefferson Medical College

RESIDENCY

UMDNJ-Robert Wood Johnson Hospital



Andrew C. Miller, D.O.

DEPARTMENT

Emergency Medicine

DIVISION

Emergency Medicine

PRACTICE

LVH-M Emergency Medicine

Lehigh Valley Hospital-Muhlenberg

EDUCATION

Washington and Jefferson College

Philadelphia College of Osteopathic Medicine

ROTATING INTERNSHIP

Lehigh Valley Hospital-Muhlenberg

RESIDENCY

Lehigh Valley Hospital-Muhlenberg

FELLOWSHIP

University of Chicago Comer

Children's Hospital



Daniel H. Monkowski, M.D.

DEPARTMENT

Medicine

DIVISION

Infectious Diseases

PRACTICE

Allentown Infectious Diseases Services, Inc.

EDUCATION

Chemical Engineering – Lafayette College

Jefferson Medical College

INTERNSHIP

University of Pittsburgh

RESIDENCY

University of Pittsburgh

FELLOWSHIP

Temple University

1 A "Cool" Life-saving Treatment When Bob Johnson of Bechtelsville (right) experienced cardiac arrest, his LVH—Cedar Crest care team knew what to do. Using a new technology called Arctic Sun, Stephen Matchett, M.D., medical director of Tele-health services, lowered Johnson's core body temperature to reduce possible brain swelling. The treatment helped Johnson make a complete recovery and return to work in three weeks. Here, Johnson thanks one of his caregivers, special care unit nurse Marlene Pereira, R.N.



2 Reflections of Caring This year's Nite Lites gala recognized nurses and their No. 1 priority—patients. Nursing directors, including (from left, back row) Tami Lee, R.N., Kimberly Korner, R.N., (from left, front) Erika Linden, R.N., Courtney Vose, R.N., and Tammy Straub, R.N., and their guests, helped celebrate at "Reflections on Caring, Ten Years of Elegance." Proceeds will help enhance patient comfort and care, support continuing education and research through scholarships and programs, and help us teach the next generation of nurses.



3 Safety First Lehigh Valley Hospital earned finalist status in the 2005 Customer Innovation Awards for Patient Safety. Sponsored by IDX Systems (the company that creates the Last Word software), the awards recognize health systems that use technology to improve patient safety. Among our latest high-tech safety systems: the Advanced Intensive Care Unit, used by tele-intensivists like Jeffrey Marsh, M.D., to monitor critical care patients 24-7.

4 Improved Wound Care People like Dennis Wildonger of Allentown (right), who recently underwent successful hip-replacement surgery, are benefiting from the work of caregivers like senior nurse supervisor Kathy Heist, R.N. The quality of our Home Health Services team received recognition with the Rising Star Award for Clinical Outcomes. Awarded by Outcome Concept Systems, the honor cites Home Health's results in wound healing.

5 Keep On Spinning More than 300 department heads and managers gathered at Bear Creek Mountain Resort in Macungie for "Spin or Spiral: Managing at the Speed of Growth." The leadership retreat challenged participants to discuss our growth—significant increases in projected patient admissions, new hires and workspace. Groups discussed how to manage change, using concepts from Jim Collins' book "Built to Last." The concept: If we prepare for change now, our organization will continue to "spin" (like a flywheel) with positive momentum and not spiral out of control.



6 Helping in Katrina's Wake When Hurricane Katrina struck New Orleans, our colleagues responded. More than 200 volunteered to head to the Gulf Coast if needed, while the Professional Nurse Council (PNC) helped raise nearly \$18,000 to support the American Red Cross' disaster relief efforts. Here, PNC chairs Judy Bailey, R.N., and Paulette Kennedy, R.N., give our donations to John Hughes (left), executive director, American Red Cross of the Greater Lehigh Valley. Read more about how colleagues helped out in the next *CheckUp*.

Just the facts—Read more about our security colleagues from Reflections on Caring at Nite Lites by visiting the intranet at www.lvh.com. There, you'll also learn how nursing colleagues make patients' days, and how cancer colleagues support breast health.



4



5



6



Improving Parking to Meet Your Needs

Your voice has been heard. Thanks to feedback from the Employee Forums, we're making some changes in parking as LVH-Cedar Crest continues to grow. Among the upcoming changes:

Lot A4 (left of the main entrance road)

—To reduce dust and improve visibility, the lot is now watered both in the morning and at midday as needed. Additional lighting also is being installed, along with a fence to direct people to marked crosswalks.

"Middle Shift" Lot (behind the Early Care and Education Center)

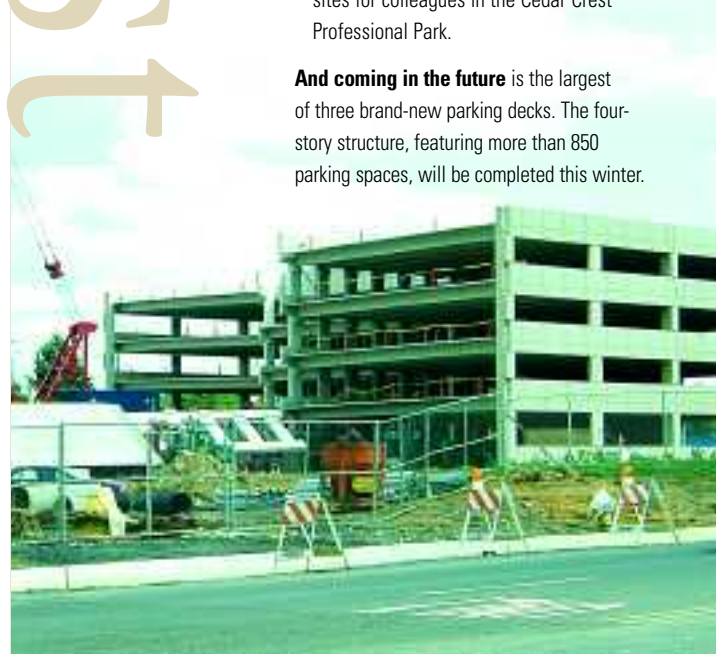
—Temporary lighting has been added to this lot, and additional permanent lighting is coming soon. However, due to construction in and around this area through 2007, the lot is now converted to stone.

Lot 12A (by the water tower)—Originally stone, this lot is scheduled to be paved in mid-October.

Shuttle Service—Each shuttle now operates a regular route:

- Shuttle 1 – From lots 11, 12 and 12A to the main entrance
- Shuttle 2 – From lot 4A to the Jaendl pavilion rear entrance
- Shuttle 3 – From lot 4A to the 1210 and 1240 buildings, and to and from sites for colleagues in the Cedar Crest Professional Park.

And coming in the future is the largest of three brand-new parking decks. The four-story structure, featuring more than 850 parking spaces, will be completed this winter.



Happy Anniversary! NOVEMBER 2005



Celebrating 35 years!

Birdie Meckes

Secretary, Pharmacy

Most Memorable Moment Here

The employee luncheons at Christmastime and the many friends I've made through the years

My Inspiration at LVHHN

Working with so many great people and seeing how much the hospital has grown

Best Virtues

I'm a people person

Other Areas Where I Worked

None—I've spent my whole career in the pharmacy

Favorite Pastimes

Traveling, shopping and Broadway shows

Favorite Cafeteria Food

Pizza



Intranet: www.lvh.com • Internet: www.lvh.org

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35 YEARS

Roberta Meckes
Pharmacy
Wilma Waltz
TNICU

30 YEARS

Coy Ackerman
Material Mgmt. Admin
William Dieruff
Plant Engineering
Joan Easterly
Ped Ambulatory Surg Unit
Marilyn Fritz
Radiology Admin
Glenda Garza
ASU-PACU/OR
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Emergency Services - 17th
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Medical Records Coding Reg
Gretchen Trigiani
Base Service Unit
Rosemary Wimmer
ASU-PACU/OR

25 YEARS

Michael Ande
Adult Psychiatry Unit
Phyllis Bigg
LVPG Accounting
Janice Conrad
ICU

Michelle Cortright
Cardiac Cath Lab
Diane Fink
Home Care MSO
Scheduling
Karen Jost
Emergency Services - CC
Jack Mack
Plant Engineering
Barbara Nash
ABC Family Peds
Laurys Station
Alfonz Szoldatits
Master Facilities Admin
John Tatkovsky
Plant Engineering
Nancy Trice
Sleep Disorders

20 YEARS

Carl Andreas
Cardiac Catheterization
Frances Arenas
7A - Neuroscience Unit
Sandra Bird
Case Management
Linda Caprioli
Breast Health Svcs
Cedar Crest
Tammy Klotz-Blangger
4A Medical/Surgical Unit
Loran Hind
Home Care - Skilled Nursing
Cynthia Honey
Cardiac Cath Lab
Linda Kramer
Nurse Staffing Office
Robert Lazansky
PennCare

Tracey Walters
Electrophysiology Lab
Sandra Whitby
Radiology Admin

15 YEARS

Katherine Greene
Health Works Allentown
Darlene Hinkle
Operating Room
Toulia Machlis
LVPBS - Hematology Oncology
Virginia McDonald
Special Care Unit
Bernadette Monchak
LVAS LVH-Cedar Crest
Mary O'Connell
Patient Representative
Eileen Rape
Specialty Float Pool ER
Patricia Werdann
Benefits Verification
Donna Wermann
6B Renal Med-Surg

10 YEARS

Susan Angelone
Diagnostic Care Center
Shehnaz Hirji
6C Medical/Surgical Unit
Sharon Jodon
Pediatric Unit
Adrienne LeCause
ABC Family
Pediatricians Trex
Nicole Martin
ICU
Christine Oczki
Radiology

Judith Rau
Float Employees
Domenica Rothrock
Heritage Family Practice
Wendy Silfies
6B Renal Med-Surg
Patrick Taylor
5B Medical/Surgical Unit
Anita Troupe
6C Medical/Surgical Unit
James Wagner
Plant Engineering
Davon Williams
Nursing Float Pool
Debra Williams
5C Medical/Surgical Unit
Roz Schira
Home Care MSO
Central Intake
Jocelyn Young
Open Heart Unit

5 YEARS

Jan Bond
Kutztown Primary Care Assoc
Theresa Camody
Emergency Dept Registration
Eileen Canace
Patient Accounting
Jaime Christman
Dept. of Emergency Medicine
Teresa Colbaugh
Marketing/Public Affairs
Lydia Gonzalez
Pediatric Specialty Care
Debra Hallman
Trexler Medical Center
James Hamershock
LVAS LVH-Cedar Crest
Karen Hoffner
Transitional Trauma Unit
Cheryl Lenosky
Hemodialysis Center
Charles Liko
Spectrum Administrators
Carmen Lopez Lopez
Center City OB/GYN
Karen McHugh
Radiology Admin
Heather Mirth
CECE Ctr
Georgina Nailor
Heart Station
Phuong Hoang
Health Studies
Brenda Reph
ED Registration
Maribel Rivera
5C Medical/Surgical Unit
Lori Sanchez
4T Medical/Surgical Unit
Melanie Stephens
Pediatric Unit
Elizabeth Slaby
Trexler Medical Center
John Stocker
Info Svcs
Telecommunications
Nicole Urban-Miller
6N Adult Psychiatry Unit
Lynda Workman
Risk Assessment Program

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