How Does HEALTHCARE REFORM Affect Me?

What Happens Next with the EMPLOYEE ENGAGEMENT Survey Results?

ONE MILLION Reasons Why You Should Give to the Foundation

More Inside:

5 Things You Should Know About The Wellness Center

Do You Have a Primary Care Physician?

Plus...Employee Discounts
CEO’s Corner
Goals of the Organization and How They Affect You

What an amazing year we’ve had so far! I’m excited about the great things happening at DeKalb Medical. Our 2014 fiscal year, which started in July, is well under way and I’m excited to share the primary goals we have set for the organization. Soon you will see implementation of new projects and programs, with a strong emphasis on process improvements. Although there are some very specific things that must happen first, here’s a look at what we need to focus on this year. These overarching goals will help create effective change within our organization.

**Engaging Employees:** The best care we can give our patients will come about if our employees are highly engaged in the work they do everyday. But to have engaged employees, we, DeKalb Medical, must be more invested in our employees. We have already begun a major focus on your health and well-being, and we’re reviewing the results of the recent employee engagement survey to determine what other areas we need to improve.

**Enhancing Safety and Quality:** We want to make sure that when patients enter our doors they are being cared for in the safest environment possible with quality being our top priority.

**Create Physician/Hospital Interdependence:** The best care we can give is when we are all working together like a well-oiled machine. We’re engaging physicians through various channels, including employment, to ensure that we face the challenges in healthcare as a team. You’ll see expansion of the DeKalb Medical Physician Group and more involvement with both the hospitalists and independent physicians on a variety of projects.

**Growing Revenue:** We’ve all heard the phrase, “No margin, no mission.” We need to grow revenue to continue to provide our patients with state-of-the-art technology, equipment and services. You’ll see continued marketing to attract patients to DeKalb Medical, some new services, and of course, continue working on customer satisfaction so this will be the best place for physicians to bring their patients.

**Improving Processes:** We want to make sure we manage our operations as efficiently and effectively as possible. This includes removing frustrations for employees so they can give our patients a great service experience. We will do this by looking at our processes and making improvements to them when necessary.

Each of these goals is tied together and are essential for us to reach our vision of being “…the healthcare provider of choice.” I hope you will support me in reaching our goals, and I’m committed to making sure we stay on track. We have a great deal of work ahead of us, but I am more than confident that we are up for the challenge. Let’s “Get’r Done” DeKalb Medical.
I REACH! SUMMER 2013

I REACH! DO YOU?

Goals of the Organization and How They Affect You

SYSTEM UPDATES

Great New Changes
DeKalb Medical Welcomes New Leadership
So What Happens Next With the Employee Engagement Results?
Welcome to DeKalb Medical New Employees

YOUR BENEFITS

We’re Making Improvements Based on Your Feedback
Do You Have a Primary Care Doctor?
Discounts to Meet Your Needs
Understanding Benefits
Employees Benefit From the New and Improved Nurse Referral Program!

YOUR WELL-BEING

Helping You Take Care of You!
How Does Healthcare Reform Affect Me?
Running/Walking Tips
Want to Learn More about Your Health?
Q&A: 5 Things You Should Know About The Wellness Center
Community Outreach Events and Opportunities

ACCOLADES

More Than Just Great Patient Care
Specialized Care for Sickle Cell Patients at Hillandale
DeKalb Medical Places on Quality Honor Roll
DeKalb Medical at Hillandale Recognized for Stroke Care
Doctors Join in Quest for High Patient Satisfaction
43 “Top Docs” Named

FOUNDATION/AUXILIARY

Great Progress for Great Programs
Challenge Gift Ups the Ante for Hospital Expansion
Power Couple Judy And Bob McMahan

CALL TO ACTION

Don’t Forget!
What Ever Happened With All Those I REACH! Out of the Box Ideas?
New Compliance Hotline Number and Website for Confidential Reporting
We welcome our new leadership to DeKalb Medical!

**Curdy Named Director of Patient Safety, Reliability & Infection Prevention**

Nancy Curdy M.S.N., R.N., ANP-C, C.C.N.S., C.P.H.Q., is well known throughout the organization, having served in a variety of roles over the past 34 years. Before moving to the DeKalb Quality Institute, Curdy served as a staff nurse, clinical nurse specialist and used her years of experience to educate both colleagues and patients on a regular basis. She is a native of Atlanta, Ga. and both of her sons were born at DeKalb Medical. With the support of the DeKalb Medical Board of Directors, the administrative team and staff, Curdy's focus is to help facilitate a culture change within DeKalb Medical by enhancing patient, family-centered care, opening the lines of communication about quality and safety and continuing to encourage accountability. Curdy enjoys gardening and spending time with her family and she believes, “The great aim of education is not knowledge but action” – Herbert Spencer. She earned her Master of Nursing degree from Emory University and is currently working on a master’s degree in Healthcare Quality & Patient Safety from Northwestern University in Chicago.

**Foley Named Executive Director of Support Services**

Bill Foley is the new Executive Director of Support Services at DeKalb Medical, where he oversees Supply Chain Operations, Facility Operations, Environmental Services, Food and Nutrition Services, and Security. He has more than 36 years of health care operations experience working for organizations such as Northside, Egleston Children’s, North Fulton, Emory Dunwoody and Emory Northlake (HCA/Emory Partnership), Atlanta Medical Center (Tenet) and most recently Northeast Georgia Health System. Foley earned a Master of Science degree in health services administration from the University of St. Francis in Joliet, Ill. and his Bachelor of Business Administration in health administration from Georgia State University in Atlanta.

**Grant Named Materials Management Manager**

Chandra Grant, MBA is a native of Decatur, Ga. and has been with DeKalb Medical more than a decade. Before assuming her current job role, Grant served as the manager of central distribution for the DeKalb Regional Health System. She is passionate about patient care and is committed to aligning processes system-wide so we can maintain quality outcomes in a more efficient manner. She is now responsible for the purchasing buyers, the print shop and mailroom as well as central distribution. In her spare time, Grant is actively involved in her church and stands by the belief that “people will forget what you did, but people will never forget how you made them feel.” Grant earned her Bachelor of Arts degree in Bio-Chemistry and Molecular Biology and a Master of Business Administration with a Concentration in Health Care Management.

**Guillebeau Named Director of Surgery and Surgical Processing at North Decatur**

Guillebeau, R.N., C.N.O.R., is a true native of Atlanta, Ga. and a long time member of the DeKalb Medical family – having worked in a number of different positions within the DeKalb Regional Health System. Previously Guillebeau served as the Director of Perioperative...
Dr. Kelvas Named Director of Pharmaceutical Services

Martin “Marty” Kelvas, MS, DPh, RPh, was recently named System Director of Pharmacy at DeKalb Medical. Before joining the hospital system, Kelvas was Director of Pharmacy Services at Saint Thomas Hospital and affiliate faculty at Belmont University College of Pharmacy, both in Nashville, Tenn. His leadership goals include renovation of the Pharmacy Department, improved turnaround times for medication orders, expansion of pharmacy clinical services to the Emergency Department and Antibiotic Stewardship Program, promotion of medication safety through a new Medication Safety Subcommittee of the Pharmacy and Therapeutics Committee.

Kelly Kinder has been a member of the DeKalb Medical family since 2009. Since this time she has worked in a variety of roles within the marketing communications department, including production coordinator and most recently senior communications coordinator. In her new role, Kinder will work with her staff to develop and implement the communication components of the System’s marketing plans, both internally and externally, and will coordinate with others in the marketing division to support the System’s goals. She enjoys running, spending time with her husband and dog as well as volunteering at her church and the Physicians Care Clinic. Kinder is a native of Palm Harbor, Fla. and has lived in Tucker since 2002. She earned her Bachelor of Mass Communications degree with a Minor in Marketing from Berry College in Rome, Ga.

Dr. Hargett Named Director of Process Improvement

Ellen Hargett, R.N., C.P.H.Q., has spent a majority of her career at DeKalb Medical in a variety of roles, but most recently as a Medical Management Coordinator in the DeKalb Physician Hospital Organization (DPHO) where she focused on physician-led inpatient quality improvement. As a lean six-sigma green belt, Hargett will help integrate the concepts, culture, and tools of this practice into our system. She is focused on “the voice of the customer” and providing our patients with the best care possible. A native resident of DeKalb County, Hargett enjoys speaking around the country on healthcare quality and safety and currently serves as the president of the Georgia Association for Healthcare Quality. She earned her Bachelor of Nursing degree from the Nell Hodgson School of Nursing at Georgia State University where she is now pursuing a Master of Nursing degree.

Dr. Jones Named Manager Nursing Recruitment and Retention

Natalie Jones M.S.N., R.N., C.N.M.L., is a well-known employee of DeKalb Medical having served in a variety of roles over the past 14 years. Most recently she was the nurse manager on the 3400 medical/surgical unit at the North Decatur campus. Jones is a native of Columbia, S.C. and brings a diverse background in nursing. She completed an international nursing practicum experience in the Dominican Republic. She is committed to facility development and implementing best practice and evidenced-based recruitment and retention strategies for nursing as well as enhancing nurse leadership education and resources related to retention. Jones earned her Bachelor of Nursing degree from South Carolina State University and Master of Nursing degree in health care systems management from Loyola University in New Orleans, La.

Dr. Mawby Named Executive Director of Medical/Surgical Services

Sharon Mawby, M.S.N., R.N., NEA-BC joined the organization with extensive nurse leadership experience. Before moving to the Atlanta area, Mawby and her family lived in East Bay San Francisco. However, they consider Tucson, Ariz. home. It is her goal to further develop an already cohesive and collaborative medical surgical nursing department with a focus on patient safety, quality, and patient experience. In her down time, Mawby enjoys outdoor activities such as hiking and biking as well as reading. Her belief is, “I’ve learned that people will forget what you said, people will forget what you did, but people
McAhsan Named Director of Information Referral Services (the Contact Center)

Darlene McAhsan has been part of the DeKalb Medical team since March 2011, joining us with more than 25 years of experience in healthcare call centers. McAhsan is part of the marketing leadership team - managing the hub for marketing response, class registration and physician referral. In her time at DeKalb, she has been instrumental in leveraging the marketing call center to develop programs supporting overall health system efforts in service excellence and case management, and in November 2012 was asked to present the results of these efforts at the National Press Ganey conference. She also oversees the hospital switchboards. McAhsan is a native of Philadelphia, Pa.; however, she and her family have lived in the metro Atlanta area for more than 16 years. She loves ministry, music and singing and believes every worthwhile thing that happens in your life happens through relationship – Bill Johnson. She earned her Bachelor of Arts degree from Temple University.

Meadows Named Manager of Medical/Surgical Services 3400

Allison “Lisa” Meadows joined the organization with more than 20 years of nursing experience and was most recently the clinical nurse lead on the 4400/4500 unit. Before moving to the Atlanta area, Meadows lived in Valdosta, Ga. where she worked for South Georgia Medical Center. It is her goal to have top Press Ganey scores and provide superior and quality care to all patients. She instills in her staff the importance of looking at the big picture and not sweating the “small stuff”. When she is able, Meadows enjoys travelling. Meadows earned her Bachelor of Science in nursing degrees from Valdosta State College.

Rosero Named Nurse Manager of Critical Care Services

Josephine Rosero, BSN, RN, CCRN-E joined DeKalb Medical this past April from Sutter Health in San Francisco, Calif. where she was the Director of the Bay Area eICU. In her new role, Rosero is focused on continuing to implement evidence based practices for quality and patient safety as well as employee engagement and retention. Rosero earned a Bachelor of Science in Nursing and is completing master’s degree in Health Informatics. She enjoys outdoor activities as well as travelling.

Wright Named Account Manager for Employee Health Solutions

Crystal Wright joins the DeKalb Medical family with extensive experience in healthcare sales and marketing. Since joining the organization, she has focused her attention on building relationships with businesses to help them establish effective health and wellness programs for their employees. As part of the DeKalb Medical Employee Health Solutions team, Wright is also responsible for educating the business community about the services DeKalb Medical has to offer as well as help increase the number of insured patients for the system. Wright is actively involved in the community and regularly volunteers her time giving back to women who are less fortunate or on the baseball field with her husband and son. Wright is a native of Flint, Mich. and has lived in the Atlanta area since 1993.

Khan Named Chief of Emergency Medicine at DeKalb Medical, Appointed to Hospital Authority

After serving nearly five years as Chief of Emergency Medicine & Medical Director at DeKalb Medical at Hillandale, Dr. Sofia Khan now assumes the role of Chief of Emergency Medicine & Systems Medical Director for DeKalb Medical’s North Decatur campus. Her responsibilities include oversight of clinical, strategic and financial direction of the department, which sees tens of thousands of patients annually and features over 100 clinical staff members.

Khan also joins the DeKalb County Hospital Authority, the governing body made up of volunteer county residents appointed by the DeKalb County Commissioners. This 10-member group looks at the broader picture of how DeKalb Medical impacts, supports and serves the general health and welfare of the county. Membership has historically been comprised of community, civic and professional leaders who meet quarterly throughout the year. The Hospital Authority delegates its authority to the DeKalb Regional Health System Board of Directors when necessary.

Khan is a graduate of Georgia Institute of Technology and the Morehouse School of Medicine. She completed her residency at Emory University. She has been a practicing Atlanta emergency physician since 2002 and is Board-certified in emergency medicine.

She joined DeKalb Emergency Physicians in 2005. She served as DeKalb Medical at Hillandale’s Quality and Assistant Medical Director of the Emergency Department before becoming Medical Director & Chief of Emergency Medicine. Khan is a board member of the DeKalb Medical Society and a member of the American College of Emergency Physicians and the Medical Association of Georgia. A leading emergency physician, she has presented lectures on many topics, including Ocular Emergency, The Ectopic Patient, and Trauma in the Elderly.
New Officers, Member Named to DeKalb Regional Health System Board

DeKalb Regional Health System, Inc. (DRHS) has named new officers and a new member to its 12-person board of directors, the group that oversees and directs the vision and mission of DeKalb Medical, DeKalb Medical at Hillandale, DeKalb Medical Long Term Acute Care, the DeKalb Medical Physicians Group and the DeKalb Medical Foundation.

- David L. Jollay was elected chairman, replacing Oliver Lee, who passed away in February.
- Robert E. Wilson, vice chairman
- Daniel J. Thompson, secretary
- Charles Clifton, M.D., treasurer
- Cathy Bonk, M.D., joined the board, replacing Gulshan Harjee, M.D., who resigned in January after serving since 1997.

Our other board members include:
- Dennis R. Byerly
- Kenneth Harper, M.D.
- Gregory B. Levett, Sr.
- Susan Parry, M.S., R.N.
- Michael A. Quinones, M.D.
- John A. Shelton Jr., FACHE
- Donald E. Smith, MBA

These voluntary positions require each member to dedicate a significant amount of time to DeKalb Medical. Each board member has an outside job and is involved with various civic organizations. Thank you for serving the DeKalb Regional Health System.

Dr. Gulshan Harjee receives special plaque from fellow board members thanking her for her years of service

So What Happens Next With The Employee Engagement Results?

Thank you to everyone who participated in the employee engagement survey. Because of you, we have achieved the highest participation rate (72.5%) DeKalb Medical has had in some time. This feedback has provided us with a solid foundation to begin the planning process toward enhancing engagement for DeKalb Medical employees. We heard you and now we are putting your feedback to action. I am taking the time to read every comment you presented. While we may not be able to address each item, we will address those global items that have an overall impact on staff. For example, your feedback has indicated a dissatisfaction with our current benefits vendor. Based on this feedback, I will share that we are in the process of selecting a new benefits vendor and investigating how to make our plan easier to use. This new vendor will be in place by January 1, 2014.

Global feedback on the engagement survey has been shared with leadership. While the overall results indicate a more engaged staff than we had in 2011, our job is to now drill down into the various departments to share department specific results with you and work with you to create action plans for improvements in each of your areas. Over the next several months action plans will be developed based on survey results and all managers are required to work with staff to come up with a plan on how to make their department better. We want you to be a part of the process, so please keep sharing your honest feedback. This is just a small portion of what’s going on in the background - we have a lot of great things to share in the coming months...Stay tuned!

- by LeRoy Walker, VP of Human Resources

Dr. Gulshan Harjee receives special plaque from fellow board members thanking her for her years of service
## Welcome New Employees

### April

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<tr>
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<td>Stacie Alderman</td>
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Welcome 2013
DeKalb Medical enters World of accountable care

When Medicare announced in January that it was naming 106 new health organizations to participate in a special Medicare “shared savings” program, the Accountable Care Coalition of DeKalb, LLC, created by the DeKalb Physician Hospital Organization (DPHO), was among those on the list. Working with Universal American Corp., a New York based insurer, the Accountable Care Coalition of DeKalb will be responsible for approximately 18,000 Medicare beneficiaries. The intent of an Accountable Care Organization (ACO) is to provide voluntary participants with the opportunity to save money within the Medicare system by delivering higher quality and better coordinated care to its beneficiaries. In return, providers in an ACO may have the opportunity to share in Medicare savings.

For more information, contact Jim Forstner, Vice President and Chief Strategy Officer at 404.501.7539 or jim.forstner@dekalbmedical.org or Susan Helton, Executive Director, DPHO at 404.501.6027 or Susan.Helton@dekalbmedical.org

ePrescribe Live Across the System

The Informatics team along with IT have rolled out a new application for physicians – Prescription Writer. This application within Acute Care allows providers to:

- Create and maintain a list of home medications
- Print prescriptions
- Electronically transmit prescriptions
- Convert listed home medications into prescriptions
- View a history of changes for prescriptions and home medications

Both the Prescription Writer for printing and ePrescribing medications applications went live at Hillandale and North Decatur on Tuesday, August 13.

DeKalb Medical Physicians Group Welcomes New Physicians

Our own physicians group continues to grow! We welcome the following:

**Gynecologic Oncology Specialists of Atlanta**
Joseph F. Boveri, M.D.
Cyril O. Spann, M.D.

**Atlanta Neurosurgical Associates**
Michael Hartman, M.D.
Murray Robinson, M.D.

**Ear Nose & Throat Specialists of Atlanta**
Shivan Amin, M.D.
Preston Imhof, M.D.

**Flat Shoals Internal Medicine**
Carmen Echols, M.D.

**South DeKalb Primary Care**
Dawn Kirkby, Nurse Practitioner

**DeKalb Medical Enters World of Accountable Care**

When Medicare announced in January that it was naming 106 new health organizations to participate in a special Medicare “shared savings” program, the Accountable Care Coalition of DeKalb, LLC, created by the DeKalb Physician Hospital Organization (DPHO), was among those on the list. Working with Universal American Corp., a New York based insurer, the Accountable Care Coalition of DeKalb will be responsible for approximately 18,000 Medicare beneficiaries. The intent of an Accountable Care Organization (ACO) is to provide voluntary participants with the opportunity to save money within the Medicare system by delivering higher quality and better coordinated care to its beneficiaries. In return, providers in an ACO may have the opportunity to share in Medicare savings.

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Important REMINDERS

Do You Have a Primary Care Doctor?

If not, the DeKalb Medical Physicians Group has 15 locations with more than 40 providers for you to choose from. Taking care of patients means we need to take care of ourselves so make sure you align yourself with a primary care physician today. To learn more about the providers in these practices, visit their websites.

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**Centerville Primary Care**
3555 Centerville Highway
Suite 100
Snellville, GA 30039
Ph: 770.985.9957 Fx: 770.985.9959
www.centervilleprimarycare.com

**Downtown Decatur Family Medicine**
200 E. Ponce de Leon Avenue
Suite 110
Decatur, GA 30030
Ph: 404.501.6363 Fx: 404.371.0019
www.downtowndecaturfamilymedicine.com

**Flat Shoals Internal Medicine**
4153-B Flat Shoals Parkway
Suite 200
Decatur, GA 30034
Ph: 404.585.5049 Fx: 404.591.0292
www.flatshoalsinternalmedicine.com

**Killian Hill Primary Care**
4120 Five Forks-Trickum Road SW
Suite 104
Lilburn, GA 30047
Ph: 770.935.9546 Fx: 770.923.1839
www.killianhillprimarycare.com

**Montreal Internal Medicine**
1462 Montreal Road
Suite 303
Tucker, GA 30084
Ph: 770.938.9761 Fx: 770.938.6509
www.montrealinternalmedicine.com

**Mountain East Family Medicine**
4120 Five Forks-Trickum Road SW
Suite 105
Lilburn, GA 30047
Ph: 770.921.6900 Fx: 770.921.6313
www.mountaineastfamilymedicine.com

**North Decatur Primary Care**
2675 N. Decatur Road
Suite 601
Decatur, GA 30033
Ph: 404.501.2900 Fx: 404.501.2992
www.northdecaturprimarycare.com

**North Tucker Primary Care**
2892 Mountain Industrial Boulevard
Decatur, GA 30084
Ph: 678.534.0452 Fx: 678.534.1534
www.northtuckerprimarycare.com

**Oak Grove Family Medicine**
2840A LaVista Road
Decatur, GA 30033
Ph: 404.639.9180 Fx: 404.639.9170
www.oakgrovefamilymedicine.com

**Rockbridge Family Medicine**
1192A Rockbridge Road
Stone Mountain, GA 30087
Ph: 770.925.2010 Fx: 678.495.2846
www.rockbridgefamilymedicine.com

**Rockbridge Family Medicine - Snellville**
1800 Tree Lane
Suite 120
Snellville, GA 30078
Ph: 770.925.2010 Fx: 678.495.2846
www.rockbridgefamilymedicine.com

**Stonecrest Primary Care**
8225 Mall Parkway
Suite 100
Lithonia, GA 30038-6994
Ph: 770.981.2100 Fx: 770.808.8445
www.stonecrestprimarycare.com

**Stone Mountain Primary Care**
5462 Memorial Drive
Suite 202
Stone Mountain, GA 30083
Ph: 404.292.5676 Fx: 404.299.8657
www.stonemountainprimarycare.com

**South DeKalb Primary Care**
1290 Columbia Drive
Decatur, GA 30032
Ph: 404.289.1952 Fx: 404.289.1953
www.southdekalbprimarycare.com

**Winn Way Internal Medicine**
487 Winn Way, Suite 202
Decatur, GA 30030
Ph: 404.294.0702 Fx: 404.299.7499
winnwayinternalmedicine.com
Did you know DeKalb Medical has an Employee Discount program? This program offers you discounts to various businesses. As a valued employee of DeKalb Medical, you can expect to receive a discount at the following locations:

**Tickets & Entertainment**
- Georgia Aquarium • Hawks/Falcons Tickets (seasonal)
- Zoo Atlanta
- Wild Animal Safari (Pine Mountain, GA)
- Six Flags/White Water (seasonal)
- Disney World, Sea World, Universal Studios,
- Stone Mountain Park
- Busch Gardens
- Gatorland
- Cirque de Soleil (seasonal)
- Biltmore Estate
- Lake Lanier Islands (seasonal)

**Fitness/Well-Being/Beauty**
- The Wellness Center located on the North Decatur campus- $14.00 per pay period
- LA Fitness
- Salons- Nails & Spa Services

**Auto Services**
- AAA Club
- Kauffman Tire, Tires Plus
- AAMCO Transmissions
- Avis, Hertz & Enterprise Car Rentals

**And Many Others...**
For detailed information please refer to the Employee Discounts Page on the intranet by following these steps:

**Disclaimer:** All DeKalb Medical employees are welcome to access the Employee Discount program; however, DeKalb Medical assumes no responsibility for any arrangements, contracts, purchases or disputes between individual employees and the discount vendor. DeKalb Medical does not guarantee, negotiate or endorse any discount vendors prices, products or services; all arrangements are strictly between the employee, as a consumer, and the discount vendor.

**Understand Your Benefits In 30 Minutes!**
Having difficulty understanding your benefits? Then an “Understanding Your Benefits” class may be just the class for you. The human resources department has developed a 30-minute quick course that is perfect for employees on-the-go who need a little benefits refresher or who simply need to talk with a benefits representative one on one. For more information on the next class, visit the human resources corporate site on the intranet.
Guess What?!

There has been an overwhelming response to the new and improved nurse referral program since it was rolled back out in April.

Here’s How To Get Started:

VISIT the For Employees section at www.dekalbmedical.org

CLICK the Employee Referral Link

PRINT Employee Referral form

SUBMIT The form to Human Resources

DeKalb Medical Occupational Medicine Group is now The WorksWell Clinic

To create a more cohesive identity and emphasis on its specialty of preventing and treating work-related injuries and illnesses, the DeKalb Medical Occupational Medicine Group changed the names of its practices formerly known as FamilyCare Decatur and Hillandale Occupational Medicine. The practices are now known as WorksWell Clinic at North Decatur and WorksWell Clinic at Hillandale.

For more information, please visit www.dekalbmedical.org/our-services/employee-health-solutions/.
There has been a lot of discussion around the Federal Affordable Care Act (ACA), and it’s important for you to know what you can expect next year from this new healthcare law.

EVERYONE WILL BE REQUIRED TO HAVE HEALTH INSURANCE. As of 2014, most people will be required by federal law to have health insurance or they may face a financial penalty by the federal government. There will be some exceptions for financial hardship, religious objection and certain other circumstances.

Effective October 1, EACH STATE WILL HAVE A HEALTH INSURANCE MARKETPLACE, which is also referred to as an “Exchange.” The marketplace “Exchange” is designed to assist consumers without insurance in selecting health insurance that fits their needs and budgets.

WHAT DOES THIS MEAN FOR YOU? The good news is there is nothing for you to do if you participate in one of DeKalb Medical’s plans. If you have elected not to buy health insurance, now may be the time to reconsider and to enjoy the security of having insurance and avoid the penalty.

• If you are covered on a DeKalb Medical health plan you will be able to continue your coverage in 2014.
• You will receive some important information in the upcoming month in reference to some exciting changes to our benefit plans for 2014 that will meet all ACA requirements.
• Please be sure to review this pertinent information in reference to open enrollment and 2014 benefits.

For additional information about healthcare reform, please visit Healthcare.gov or HHS.gov/healthcare.

Let’s Eliminate Workplace Injuries and Exposures

Do You Have Questions About:

- Hazardous Materials Exposure
- Eye Injuries & Lacerations
- Casting & Splinting
- Drug Screens
- Work Physicals
- Occupational Immunizations
- TB Screening

HERE’S A NEW NUMBER TO CALL: 404.501.HURT
I REACH! 4 Health Corporate Run/Walk Challenge is underway!

Employees are taking charge of their health and well-being.

The teams have been formed, the goals have been set and DeKalb Medical employees are on their way to better health. Through a six-week training challenge, DeKalb Medical employees are walking and running their way to take part in the Kaiser Permanente Corporate Run/Walk Challenge on September 12 at Turner Field.

PLEASE NOTE: This training challenge is for both walkers and runners. Our primary objective is to encourage a healthy lifestyle. Everyone may not be a runner; therefore, we ask that you encourage people to simply perform to their highest abilities. We don’t want to discourage anyone from participating!
Running/Walking Tips

WORKOUT ATTIRE
1. Get assessed for the right kind of running/walking shoes. Running or walking in junk "sneakers" will damage your feet and your legs. You can visit any local running store and they will get you in a pair customized for YOUR feet.
2. Cotton socks can lead to blisters. Invest in running socks.
3. Wear spandex shorts under regular exercise clothing so you don’t chafe.

WEATHER
1. Dress as if it is 10 percent warmer than the temperature on the thermostat.
2. Run or walk early in the morning or late in the evening to avoid mid-day heat.
3. Fill a water bottle halfway with water and lay it at an angle in a freezer. Before you head out, fill it the rest of the way up with water and take it with you.
4. To keep cool in hot weather, soak a bandana in cold water, wring it out and tie it loosely around your neck.

INJURY PREVENTION
1. Hydrate! Make it a habit to drink water throughout the day.
2. Use Vaseline or BodyGlide wherever things rub. This will help prevent blisters and chafing.
3. Make sure you cut your toenails short enough so they don’t jam into your shoes.
4. Wear sunscreen and bug spray.
5. Warm up by walking briskly or jogging slowly for several minutes before you stretch at the beginning of a workout. Stretch again after your cool down at the end of your workout.
6. Delayed onset muscle soreness (pain 1-2 days after your workout) is normal.
7. Apply ice to aches and pains immediately. Do not ice for more than 20 minutes at a time.

TRAINING
1. Practice proper form:
   a. Look at the ground 10-20 feet ahead.
   b. Land mid foot. Avoid landing on your toes or heels.
   c. Keep your hands relaxed and at your waist.
   d. Check your posture. Keep your head up and back straight. Avoid leaning forward or backward.
2. Slow down or take walk breaks if necessary. If running, begin by running one minute and walking one minute, then progress to running 10 minutes and walking one minute.
3. Breathe in through your nose and out through your mouth.
4. If you are breathing too hard, slow down or walk a bit until you feel comfortable.
5. Practice running or walking harder in the last half of your workout.
6. Keep a training diary. Do not run or walk two hard days back to back.

MOTIVATION
1. It’s never too late to start. Whatever your age, regular exercise is good for you.
2. Don’t compare yourself to others. Run or walk for your benefit first.
3. Find a committed running or walking partner. It is harder to skip a workout when someone else is depending on you or pushing you.
4. Forgive yourself if you miss a goal or milestone. Over-ambitious goals usually lead to frustration and giving up on your fitness plan. Instead of giving up, focus on the next opportunity to meet your goal.
5. It gets easier if you stick with it!
Want to Learn More

Here are some great free opportunities offered RIGHT HERE at DeKalb Medical!

Celebrating Women’s Health
Learn more about changing medical issues and complexities of women in all stages of life, from maternity to menopause.

September 17, 6-8 p.m.
Hillandale Community Room

Puberty Rocks For Boys
Learn how to help your son navigate the turbulent ‘tween and teen years.

September 20, 6-8 p.m.
Hillandale Community Room
Kenneth Harper, M.D.

Breast Care
Special Breast Cancer Awareness Month Seminars

October 8, 6-7 p.m.
North Decatur Theatre

October 15, 6-7 p.m.
Hillandale Community Room
Join a breast navigator who will focus on breast care and general healthcare for women.

Panel of DeKalb Medical Physicians

Stroke Prevention: Assessing Your Risk
Learn how to evaluate your risk for stroke as well as important steps you can take to reduce your risk of stroke.

October 17, 6-7 p.m.
North Decatur Theatre

October 24, 6-7 p.m.
Hillandale Community Room

Stroke Educator, Chika Ugwuoke, M.S.N, R.N.
Knee Replacement Surgery - Are You a Candidate?
Learn about the latest advances in the treatment of knee conditions - including knee replacement surgery.

November 7, 6-7 p.m.
North Decatur Theatre
Jeff Traub, M.D.

The Benefit of Hip Replacement Surgery
Learn about the latest advances in the treatment of hip conditions - including hip replacement surgery.

October 14, 6-7 p.m.
North Decatur Theatre
Chris Haraszti, M.D.

Your Heart and Peripheral Vascular Disease
Learn about the relationship between vascular disease and heart health.

December 3, 6-7 p.m.
Hillandale Community Room
Kristi Kinsey-Gotier, M.D.

TO REGISTER:
go to www.dekalbmedical.org and hit Classes & Events, or call 404.501.WELL.
Looking to shed a few pounds or need a little motivation to get fit? The Wellness Center may be just the place for you. We spoke with Curtis Williams, Operations Manager of The Wellness Center to find out all the great things this facility has to offer.

1. What is the benefit of being a member of The Wellness Center?

For employees at the North Decatur campus, The Wellness Center provides the convenience of an on-site facility and allows members to get away for a quick workout without leaving the building. There is a low cost for employees, credentialed exercise professionals, personal trainers, massage therapist and many other opportunities.

2. Do employees get a discount?

YES, the health system subsidizes the membership fee so employees only have to pay $14 per pay period.

3. Does the Wellness Center have group classes?

YES, group classes are also included in the membership and include:

- Spin
- Zumba
- Yoga
- Pilates
- Water
- Aerobics

4. Is the equipment as up to date as other fitness centers around the metro area?

YES, in November 2012 the DeKalb Medical Foundation donated all new Technogym cardio equipment to the The Wellness Center. The equipment includes: ellipticals, upright and recumbent bikes, new fitness trainers, crossovers and treadmills.

5. How do I find out more information?

To find out more information about The Wellness Center, call 404.501.2222, visit our Facebook page or come in for a tour.
Want to get more involved in what DeKalb Medical is doing outside of the hospital? Here is a list of events and activities for you to participate in and volunteer.

**DeKalb Medical is Making Connections with our Community!**

Saturday, August 31 - Sunday, September 1
9:00 a.m. - 8:00 p.m.
Decatur Book Festival
Downtown Decatur Square
**Volunteers needed to staff tents**

Thursday, September 12
7:00 p.m. - 9 p.m.
Kaiser Permanente Corporate Run/Walk Challenge
Turner Field
755 Hank Aaron Drive
**More than 300 employees are registered to participate**

Thursday, September 19
12:00 p.m. - 6:00 p.m.
Blood Drive at Hillandale in partnership with the American Red Cross
Hillandale Community Room
**Our goal is 25 units. Please donate!**

Saturday, September 21
12:00 p.m. - 5:00 p.m.
CrossRoads Senior Expo
Stonecrest Mall
**Volunteers needed to staff tent**

Saturday, September 28
9:00 a.m. - 2:00 p.m.
St. Philip AME 5K and Health Fair
240 Candler Road SE
**Volunteers needed to staff tent**

Sunday, September 29
9:30 a.m. - 1:30 p.m.
Grant Park Farmer’s Market
600 Cherokee Avenue SE
**Buy fresh veggies and say hello!**

Friday, October 4
7:00 p.m. - 10:00 p.m.
Movie on the Decatur Square
Downtown Decatur
**DeKalb Medical presents the movie “Epic”**

Call the Community Outreach department at 404.501.7481 to volunteer.
Specialized Care for Sickle Cell Patients at our Hillandale Campus

Sickle cell disease is the most common inherited blood disorder in the United States. It affects 70,000 to 80,000 Americans. One out of 500 African Americans and one out of 1,000 to 1,400 Hispanic Americans will develop sickle cell disease, a group of disorders in which red blood cells are distorted into a crescent or sickle shape. This distortion decreases the blood cell’s ability to deliver oxygen throughout the body and can cause organs to eventually fail. A team of physicians, nursing leadership and staff at Hillandale put together a plan to identify and treat sickle cell patients in a way that reflected their unique symptoms and illness. Simbo Oluwabusuiy Aduloju, M.D., a hematologist (which is a physician who specializes in blood disorders) provided up-to-date information on the disease. This enabled physicians and staff to develop an effective pain treatment specifically for sickle cell patients. “Once we verify that the patient has sickle cell disease, we treat the pain more aggressively,” says Kim Bentley, Executive Director of Patient Care Services at Hillandale. She continued, “Our main goal is to develop a program that recognizes the unique needs of our sickle cell patients which enables us to provide the treatment while preserving the patient’s dignity. Physician, staff and nursing leadership involvement, education and patient feedback are helping us reach that goal.”

DeKalb Medical Places on Quality Honor Roll

DeKalb Medical at North Decatur has been named to the Georgia Hospital Association’s (GHA) Partnership for Health and Accountability (PHA) Core Measures Honor Roll. DeKalb Medical is one of 18 hospitals in Georgia to be placed in the Presidential category, one of the highest on the list. The honor roll is based on clinical data provided by the federal Centers for Medicaid & Medicaid Services (CMS), which administers the nation’s Medicare and Medicare programs. The data was collected from October 2011 to September 2012.

Congratulations to Jamie Timmons and Alvin Alston

for earning the 2013 Radiology School scholarships. Each year, the DeKalb Medical Foundation awards scholarships to two students (one junior and one senior) attending DeKalb Medical’s School of Radiologic Technology. Members of PEACH, serving on the Grants Allocation Task Force, review the applications and determine which students will be selected. In addition, the DeKalb Medical Foundation coordinates three additional scholarship programs, to include:

- **The Gulshan S. Harjee Scholarship**
  - awarded to high school seniors pursuing a degree in an allied healthcare field. Pictured (L-R): Justin Vinomon, Candace Alena Moon, Dr. Gulshan Harjee, Edith Onanuga and Dara Nicole Taylor

- **The Jack and Audrey Morgan Scholarship**
  - given to DeKalb Medical employees pursuing a degree to help them further their education so they can continue to contribute to DeKalb Medical. Pictured (L-R): Lenice Murdock-Cohen, Camie Mills, Ingrid Haughton-Blair and Audrey B. Morgan

- **The Auxiliary Volunteer Scholarship**
  - presented to outstanding teen volunteers. Pictured (L-R): Kateri Goodwin, Elisabeth Nark (Foundation & Volunteer Services Manager), Nancy Reed (Auxiliary President) and Kijon Renfroe
We are fortunate to have many employees who are leaders in their fields. Congratulations to the following:

- **Susan Breslin**, Chief Nursing Officer/VP of Patient Care Services earned her Doctorate of Nursing degree from the University of South Alabama

- **Grover Evans**, Laundry Manager, for being named a national finalist for the 2013 Wiley Heywood Laundry Manager of the Year award

- **Nikki Forman**, Marketing Communications Coordinator, for being named to the Board of Directors for the Georgia Society for Healthcare Marketing and Public Relations

- **Ellen Hargett**, Performance Improvement Director, for winning the “Rising Quality Star Award” by the National Association for Healthcare Quality (NAHQ)

- **Elisabeth Nark**, Foundation and Volunteer Services Manager, for being named President of the Georgia Society for Development Professionals

- **John Shelton**, President and CEO, for being named Chairman of the DeKalb Chamber of Commerce

- **Tori Vogt**, Marketing Communications Coordinator for earning designation as a Certified Social Marketing Associate from the eMarketing Association

If you or your co-workers have noteworthy accomplishments in your profession, please let IREACH know so we can celebrate with you. Send the information to eDigest@dekalbmedical.org

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**DeKalb Medical at Hillandale Recognized for Stroke Care**

DeKalb Medical at Hillandale was recently awarded the “Georgia Coverdell Champion Hospital of the Year” award for stroke care in the small-sized category (26-100 beds) for 2013.

Named in honor of the late Senator Paul Coverdell of Georgia – who died of a massive stroke in 2000 – the primary goal of the Georgia Coverdell Acute Stroke Registry (GCASR) program is to improve the care of acute stroke patients in the hospital setting. Other goals are to increase quality improvement through collaboration among participant hospitals and healthcare providers, lower the stroke morbidity experienced in Georgia, enhance the effectiveness of secondary care and prevent recurrent strokes, and develop protocols to guide physician care with effective stroke management.

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**Doctors Join in Quest for High Patient Satisfaction**

Those of you who work in clinical areas, and many who work in support areas of the hospital, know all about WIGs and you’ve been working hard (and successfully!) to move those scores up. A frequent question arises, however, “What about the doctors?”

It’s true that doctors play a key role in patient satisfaction, and a group of surgeons volunteered to take a very personal approach to accountability for their scores. The surgeons agreed to have their individual scores posted publicly. “Being willing to expose yourself to public and peer scrutiny is brave,” says Melanie Rosdahl, Director of Service Excellence. “But it speaks to a very strong commitment.”

The results have been great. “Doctors by nature are accustomed to being very good at what they do,” she said. “They were always top of their class and they like to win. We’ve recognized the leaders with a special badge holder as sort of a badge of honor. Those with room for improvement have taken note and we’re looking forward to improving scores.”
The Advanced Practice Provider (APP) Council, founded in April 2012, represents the 135 PAs and NPs credentialed at DeKalb Medical. Realizing that the PAs/NPs were a large and talented group of healthcare providers within the DeKalb system that had very little formal organization within which to contribute to the growth and success of the organization, the Council was created. The main objectives of the APP Council are to develop a professional community for the advanced practice providers working at DeKalb and to provide a forum for engagement and integration with other members of the healthcare team. The Council’s vision is providing a platform in which the PAs/NPs can contribute and be included in advancing the overall vision and mission of DeKalb Medical while continuing to function as an integral part of the healthcare team providing excellent quality patient care. The Council meets quarterly in the Gerlach conference room and addresses issues that affect PA/NP practice, as well as avenues for involvement within the hospital structure and the community we serve. Several committees function within the Council and include: Legislative, Operations, Administrative and Community Outreach/Entertainment, but it’s not all work and meetings! The Council had its first annual Summer Social on June 12 in the Women’s Tower and many PAs/NPs and physicians attended. We are planning more events and community outreach initiatives so stay tuned for ways to be involved. All APPs practicing within the DeKalb community are welcome to attend.

For more information, contact Sonya Green PA-C, DMPG Director of Allied Health, sonya.green@dekalbmedical.org.
In 2012 DeKalb Medical was one of just 90 hospitals in America chosen to participate in the Best Fed Beginnings project to become a Baby-Friendly Hospital.

This highly regarded designation means that a hospital has comprehensively implemented the American Academy of Pediatrics-endorsed Ten Steps to Successful Breastfeeding, as established in the WHO/UNICEF Baby-Friendly Hospital Initiative. Best Fed Beginnings is led by the National Initiative for Children’s Healthcare Quality through a collaborative funding agreement with the Centers for Disease Control (CDC).

**Baby-Friendly has the following advantages:**

- Is an evidence-based best practice for maternity services
- Improves health outcomes for mothers and babies
- Meets Joint Commission Perinatal Care core measure set for Exclusive Breastfeeding (mandatory beginning January 2014)
- Leads the way to achieving Healthy People 2020 goals for breastfeeding

Mothers who give birth at Baby-Friendly hospitals and birthing centers are more likely to initiate exclusive breastfeeding and more likely to sustain breastfeeding at six months and one year of age, perhaps because of the institutional support for breastfeeding at these facilities. Adherence to the Ten Steps to Successful Breastfeeding (1), is associated with increased rates of breastfeeding around the world. In the United States, new mothers exposed to at least six of the Ten Steps were 13 times more likely to continue breastfeeding at 6 weeks postpartum when compared to mothers who had not been exposed to any of the Ten Steps during their birthing hospitalization (2). Additionally, adherence to the Ten Steps decreases racial, ethnic and socio-cultural disparities in breastfeeding rates in U.S. hospitals (3). Source: Baby-Friendly, USA, the accrediting body for the Baby-Friendly Hospital initiative in the United States.

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Challenge Gift Ups the Ante for Hospital Expansion

$1 Million Reasons Why You Should Give to the Foundation

The DeKalb Medical Foundation is pleased to announce a $1 million challenge gift* towards the expansion of DeKalb Medical, from an anonymous benefactor. The DeKalb community must raise $1,000,000 by December 2014 to receive the challenge grant. “This pace-setting lead gift by this generous couple will launch the fundraising for the much needed renovations. We are determined to meet this challenge over the next year and half,” stated Bob McMahan, co-chair of the DeKalb Medical Foundation Board of Trustees.

Once fulfilled, the gift will support the renovation and expansion of the Radiation Oncology Center at our North Decatur campus, which is part of the Foundation’s current campaign, Advancing Hope and Healing. Through this project, the radiation oncology suite will gain an additional 14,000 square feet of space including a new reception area, eight additional exam rooms, gender-specific waiting rooms, a medical library and a conference area.

*The full amount of the $1 million challenge gift will be deposited to the Foundation only after $1 million of matching gifts are fully received and reported. What can YOU do to help? Join PEACH, or increase your contribution, if you are already giving, to make an even bigger difference!

I REACH! for PEACH

The last Friday of every month is PEACH Day! All employees who are members of PEACH are encouraged to wear their embroidered PEACH polo and/or retractable badge holder. As an added bonus, PEACH Committee members search for three PEACH members to give prizes to!

Partnering Employees Actively Committed to Healthcare (PEACH) is the employee giving program for DeKalb Medical. More than 50 percent of employees are members of this voluntary giving program that supports various employee initiatives which include:

- The construction of the Radiation Oncology Center at North Decatur
- Comprehensive Breast Center at Hillandale
- Employee Disaster Relief Program: Funds set aside to help our employees facing unforeseen hardships
- Internal Grants: Available for departments to apply for to purchase items

Power Couple Judy And Bob McMahan Are The New Co-Chairs of The DeKalb Medical Foundation Board of Trustees

The McMahans, who will celebrate their 50th wedding anniversary this year, will lead the Foundation in its mission to raise funds and charitable gifts to improve access to quality healthcare. They are replacing Bob Wilson, who served as Foundation chair for the past 13 years.

For more information on the Foundation or PEACH, please contact Elisabeth Nark at x11344 or elisabeth.nark@dekalbmedical.org.
WHAT EVER HAPPENED WITH ALL THOSE I REACH! OUT OF THE BOX IDEAS?

Good Question! For the past several months a team of employees has been going through the hundreds of ideas submitted during I REACH! Out of the Box Day. A patient experience advisory committee was formed, and the first 10 ideas chosen by this group are now being implemented. While we can’t reveal all the juicy details, what we can tell you is these small changes are going to make a big impact on DeKalb Medical. Stay tuned for future details!

We Have A New Compliance Hotline Number and Website for Confidential Reporting

If you have any legal, ethical or compliance concerns and would like to discuss them anonymously, please feel free to call/visit 1.855.327.4483 or www.dekalbmedical.ethicspoint.com. This service is administered through a third-party vendor and all calls are strictly confidential.

Professional Development Course Catalog

The Organization Development and Learning department has a new course catalogue that features all the upcoming classes and training opportunities available to DeKalb Medical employees. This in-depth catalogue is available on the intranet and can be found on the Organization Development corporate site under shared documents. Check it out today!

Call toll free 1.855.327.4483 or visit www.dekalbmedical.ethicspoint.com

This service is administered by an experienced, impartial third-party provider and all calls are strictly confidential.
OPEN ENROLLMENT COMING SOON!

September 30 - October 18

Be on the lookout for a special benefits newsletter next month with details about our new benefits vendor.

Do you have exciting department news to share with the organization?

Please let the marketing department know. Send an email to edigest@dekalbmedical.org