

M I S S I O N H E A L T H

SCOPE

September 21, 2007

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Volume 12 #18

Chosen By Their Peers! Celebrating Our Six Great 100 Nurses

Honored for nursing excellence

All of us here at Mission Hospitals are understandably proud of the six nurses chosen to be NC Great 100 Nurses. These RNs were chosen by their peers to be honored as some of the best nurses in North Carolina.

Our Great 100 will be honored by their Mission peers at a reception on Thursday, September 27. They will join 94 other honorees at a formal gala at the Joseph F. Koury Convention Center in Greensboro on October 6.

Jennifer Arledge, RN, CCM, began as a senior staff RN in CCU on the St. Joseph Campus in 1991. She has served as Medical Cardiology Case manager since 1998, in CICU since March, 2005. She recently accepted the position of STEMI case manager.



Arledge has served as team leader of the Acute Coronary Syndrome Team since 1999, which was instrumental in developing a program for Cath Lab 24/7 readiness for emergent PCI and implementation of Code STEMI system wide.

She has served as team leader of the Chest Pain Team since its origination this year, working with Asheville Hospitalists, cardiology and emergency medicine to coordinate the flow and care of chest pain patients throughout the system

Arledge is a member of the Utilization Review team, the Patient and



Jennifer Arledge, RN, CCM
Medical Cardiology
Case Manager



Laurie Downs, RN,
CCRN, BSN
Nurse Manager
Coli ICU



Judy M. Gamwell, RN,
BSN, MSN, FNP-C
Nurse Practitioner,
Orthopedic Trauma Surgery



Patricia Ramsey, RN,
OCN, BSN
Staff RN, Radiation Therapy



Joy R. Steinmuss, RN,
Single Point of Discharge
Champion, MEM ED



Connie Wright, RN,
Nurse Liaison
Clinical Informatics

Family Centered Care Team, and a nurse mentor. She is certified as a case manager through the Case Management Society of America and Case Management Outcomes Association.

“This year marks 30 years that I have been a registered nurse,” says Arledge. “When I ask myself what defines me as a person, I would have to reply that the principles of God’s word, the love of my family, and the ethics of my chosen profession have molded my life. Nursing is

about having a ‘servant’s heart,’ ministering to the needs of patients, their families and our co-workers. The flexibility and challenges of my profession have allowed me to experience many different nursing arenas: from critical care to home health, to long term care. But in every practice setting, the passion has remained alive and vibrant. The tremendous advances in technology and medical research have taken the nursing profession to extreme heights.

Continued on the next page

“For those who are contemplating a career in nursing, I challenge you to seize the opportunity and pursue your goal with enthusiasm and commitment. It is my desire to preserve a strong nursing legacy to pass on to younger nurses, a profession that will afford great rewards.”

Laurie L. Downs, RN, CCRN, BSN, Coli ICU nurse manager, joined Mission in 1997 as a staff RN in Coli ICU, became NUS in 2000 and manager in 2006. She serves on the Magnet Steering Committee, the PMTT Task Force, the TJC (The Joint Commission) Medication Standards Committee, the Red Team TJC Tracer Committee and the Designated Harassment Investigator.



“If you are considering the nursing field as a career choice, please know that this profession is one of the most respected, most vital and one of the most challenging,” says Downs. “Do not enter it lightly or without great consideration and soul searching. Nursing is serious work and requires that we constantly do self examination and that we stay close to the heart of the profession which is true and unwavering compassion and concern for humankind. Whether the nurse works closely with sick human beings, in information technology or in the many varied areas we have to choose from, she or he must work for the good of the community at all times.”

Judy M. Gamwell, RN, BSN, MSN, FNP-C, joined St. Joseph’s as a staff nurse on 10 Stepdown at STJ in 1985 and on 4 South Orthopedics for 12 years. She has worked with the trauma team on call for orthopedics in the ER and currently works as the nurse practitioner for Drs. Michael LeCroy and Ken Graf, orthopedic trauma surgeons. She is responsible for QA for ortho-trauma and is involved in peer review of other mid-level practitioners’ credentialing.



“I hardly remember a time when I wasn’t a nurse,” says Gamwell. “I feel nursing is more than a profession; it is a way of life. I have looked at every part of my life from a nurse’s perspective. Nurses practice giving, caring and compassion,

and in many ways are very selfless. Nursing is hard work but has great personal rewards. Nurses make a difference in the life of the patient; they help make it possible for the physician to do the things they do; and they bring comfort to the entire community. Nursing has been a great life for me.”

Did you know that since 1990, 135 Mission nurses have been honored as Great 100 Nurses?

Patricia Ramsey, RN OCN, BSN, is a staff RN in Radiation Therapy. She began at Mission Hospitals in June, 1982, as a staff RN on 7 East Oncology. Since then she has served as NUS, Interim Oncology Unit director.



“Nursing is a giving profession,” says Ramsey. “It is rare that I do not feel good about the job at the end of each work day. I love caring for cancer patients. So often with a cancer diagnosis, patients can experience a sense of loss of control and security. To be able to support and guide the patient through this time is rewarding.”

“Cancer patients exhibit such courage and strength, I feel humbled. It is an honor and privilege to be an oncology nurse.”

Joy R. Steinmuss, RN, joined Mission in 1992 as a staff nurse in the Emergency Department at STJ. She worked for a time on Mission’s Healthline (Ask-A-Nurse), as a staff nurse in the Emergency



Department on the Memorial Campus and is currently the Single Point of Discharge Champion in the Memorial Emergency Department. She is involved in the Single Point of Discharge Pilot Project, the Buncombe County Dental Task Force, the Health Partners Community Provider Forum and the Buncombe County Covering Kids Coalition.

“I would advise anyone considering a profession in nursing to be a good listener,” says Steinmuss. “Take time to give the patient your full attention. One of the rewards of nursing is the appreciation the patient shares because of a positive difference you made in their situation. As a nurse you are part of a team and greatness is accomplished by working together.”

Connie Wright, RN, is Nurse Liaison to Clinical Informatics. Connie joined Mission in 1988 as a staff nurse on 6 West which was Neuro, Orthopedics and Eye. She has also served as a staff nurse in AMed and MSICU.



Wright is chair of the CSID, the Committee for Standardizing and Improving Documentation, working to standardize nursing documentation throughout the system and utilizing documentation as a tool to promote evidence-based practice. She also led the CPOE power plan redesign team and is a member of NPC and other ICIS teams.

“Nursing to me is about serving others,” says Wright. “I consider it a great honor to serve patients, families, friends and my community. One of my favorite quotes is by George Bush, Sr., ‘For we are given power not to advance our own purpose, nor to make a great show in the world, nor a name. There is one use of power and it is to serve people.’ Nursing gives me the power to make a difference in someone’s life.”

Other Great 100 Nurses honored from our area include Kristie King and Sabrina Lacerna of CarePartners, M. Jean Sitton and Rebecca Sparks of Pardee Hospital, and Harry Stringfellow from Haywood Regional Medical Center.

Stretcher Safety

As you go through each day caring for patients, you may wonder how to reduce the possibility of an injury for yourself and injury and infection for your patient, especially when using stretchers. Help us improve stretcher safety at Mission by following these procedures:

1. Before placing a patient on a stretcher, ensure that the operating mechanics are in good working order, i.e. brakes, steering, etc. Make sure the mattress is not torn or taped.
2. If any part of the operating mechanics is not functioning, DO NOT USE that stretcher. Instead, find an "Out of Order" tag (consult with your department director if a tag is not available) and take the stretcher out of operation.
3. Complete the "Out of Order" tag to include your department, the date and description of problem: "Brakes are not operating properly." (See example.)
4. Contact your Zone Maintenance person to assist with getting the stretcher to the Facility Maintenance shop for repair. Or, take the stretcher down to the shop yourself.
5. If the mattress is in poor condition, do not use the stretcher. Blood and body fluids can penetrate the torn area on the mattress and represent an infection control issue.
6. To replace a mattress, notify your department director. The department director will need to replace it according to their budget administration. A mattress can be purchased through your department's purchasing agent.
7. Mattresses and stretchers that are no longer useful should be reported to Rick Kilby in Materials Management for disposal. The disposal cost will be charged to the department disposing of the mattress or stretcher.

– Corporate Safety Committee

08759

DANGER
OUT OF ORDER

Problem/Description: BRAKES will not lock

INCIDENT REPORT FILED YES NO

Equipment Name: STRETCHER

Asset #: MC 048230

Patient Record #: _____

Staff Name: JANE DOE

Department: 02976 Phone # 213-9999

Date/Time: 8/23/07

TEAR OFF AND GIVE TO YOUR DEPT. DIR.

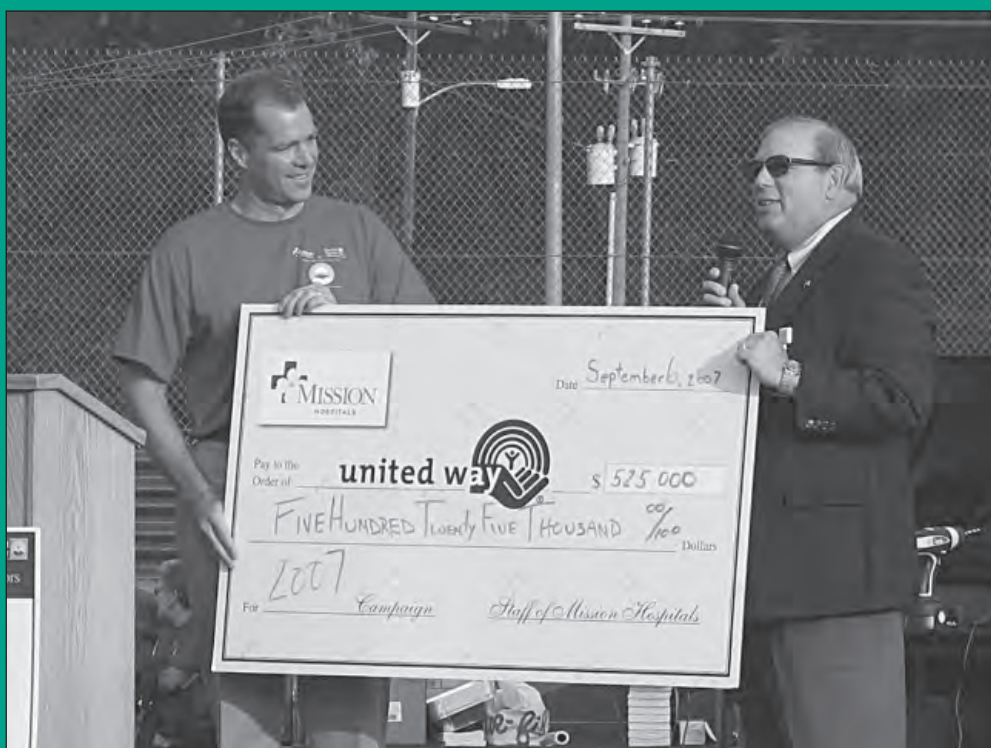
STRETCHER

Equipment Name _____

Asset # MC 048230

Patient # _____

08759



Day of Caring

Mission CEO Joe Damore (right) presented a check to the United Way in the amount of \$521,050.07 and the pledges continue to come in. Of all Mission staffers, 46.2% of them made a monetary pledge this year with an average gift of \$157. Mission's participation represents 8.75% of the entire \$6 million Buncombe County campaign. The check was presented at Day of Caring, September 6. On that day, more than 400 mission staffers pitched in to do everything from giving blood to raking leaves. As part of that campaign, Mission collected school supplies for more than 280 children, and collected more than 2,600 pounds of food for MANNNA Food Bank. The fundraising campaign was led by Tom Knoebber of Performance Improvement. Kathy Hefner of Heart Services led the Day of Caring effort. Thanks to everyone who gave and everyone who participated.

Our 2007 Benefits Fair, October 1

Learn how to “create a greener future”



Plan now to attend this year's Benefits Fair, Monday, October 1 from 7 a.m. until 6:30 p.m. at MAHEC, and learn about all the benefits available to you as a Mission staffer. Find out more about the changes to our benefits for 2008 (see opposite page). And come enjoy free food, giveaways, games, information, prize drawings, a Farmer's Market, and much, much more.

Breakfast served from 7 - 10 a.m., Lunch 11 a.m. until 2 p.m., Dinner from 4 - 6 p.m.

Main Lobby of MAHEC

- Welcome Center
- For Stroke, Think F.A.S.T.
- ABCCM Medical Ministries
 - Environmental Services
 - Ethics Committee; Organ & Tissue Recovery Committee

Commons Area, Upstairs

- Infection Control
- Mission Home Help and OnTrack
- Staff Activities
- Computer Purchase Program
- Career Planning & Tuition Assistance
- Child Development Center
- Accreditation Services
- Pre-paid Legal benefits

Classroom 5, Wellness Opportunities

- Family Support Network
- Lab/Physicals, Wellness assessments
- Women's Resource Center & Mission's Wellness Resource Center
- Nicotine Dependence
- Staff Health
- Alternative Health Options
- Employee Assistance Network

Classroom 4

- Weight Management
- Healthy Nutrition & Disease Management Programs

- Integrative Health
- Fitness Center, Injury Screens
- Walking and running programs

Classroom 3

- Human Resources and Benefits: One-on-one assistance with your benefits and annual enrollment questions

Classroom 2

- Crescent PPO
- Medical Center Pharmacy and Mission Community Pharmacy
- Wells Fargo TPA
- American Health Care Prescription Benefits

Classroom 1

- Met Life and UNUM Long Term Care
- AIG VALIC Retirement, 529 Savings
- Prudential Short- and Long-term disability, life insurance
- Continental Critical Illness insurance
- UNUM - Universal Life
- Register here for the grand prize drawing!

Breakfast served from 7 - 10 a.m.

Lunch 11 a.m. until 2 p.m.

Dinner from 4 - 6 p.m.



WNC Farmer's Market at the Benefits Fair!

Check your packet for a coupon worth a dollar off your purchase on the day of the Fair!

What Changes in 2008?

Benefits changes for the new enrollment year

Choice Plan Premiums

We committed as a goal for 2008 to move to a one-tier premium structure for the Choice Health Plan.

- Choice Plan participants who were enrolled in the plan prior to January 1, 2007, will have a slight increase in premiums. Choice Plan participants who were enrolled in the plan after January 1, 2007, will have a decrease in premiums.

Nicotine Dependence Program Incentives

- 2008 pilot program for employees covered under the Choice Health Plan will provide nicotine replacement products, including Chantix, at no cost for employees who enroll in the Mission Nicotine Cessation Program. 2008 enrollment is limited.

Emergency Benefits

- All non-Mission emergencies will be covered at 70% after deductible.

Mammograms

- One mammogram per year will be covered at 100%. (Regardless of wellness or diagnostic.)

COPD

- COPD will be included in the Asthma Disease Management Program and will include waived or reduced co-pays for approved prescriptions.

Prenatal Incentive Program

- A \$100 incentive will be deposited into qualifying participants' Health Reimbursement Account.

Qualifying Events

- Gain of Medicare coverage during the year will allow you to drop coverage if dropped within 31 days of the effective date of your Medicare coverage.

Prescription Benefits

- For non-Mission pharmacies, the individual deductible will increase from \$50 to \$75; the family deductible will increase from \$100 to \$150.
- Generic co-pays will increase from \$20 to \$25; Brand co-pays

will increase from \$35 to \$45.

- The 50% non-preferred brand minimum will increase from \$50 to \$90. The maximum from \$75 to \$150.

2008 Catastrophic Plan

- There will be a slight premium increase.

2007 Dental Plan

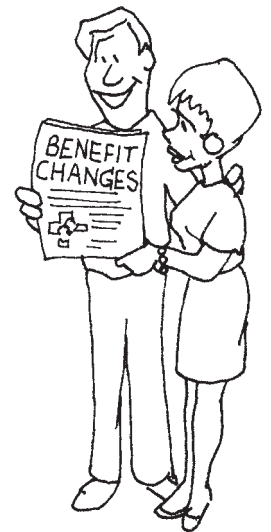
- There will be a slight premium increase.

Short-Term Disability (STD), Long-Term Disability (LTD), Life Insurance

- Our carrier will change from Aetna to Prudential Financial Insurance Company effective January 1, 2008.
- With our change to Prudential, you will have a one-time only opportunity to enroll in any level of life or disability coverage without having to provide health information during the annual open enrollment period for 2008. This offer is good only during the open enrollment period this year. Requests to increase coverage amounts during future open enrollment periods will require health information prior to approval. Additional information is available in your annual enrollment packet.
- STD Maximum Benefit – Increase from \$1,000 to \$1,500/wk
- LTD Maximum Benefit – Increase from \$5,000 to \$6,500/mo.
- Life and AD&D Benefit – Increase from \$500,000 to \$600,000.
- Employees will be eligible for life and disability benefits on the first day of the month following 30 continuous days of service in an eligible class

All Plans

The waiting period for all insured and voluntary benefits will change from 90 days to the first day of the month following 30 days of employment in an eligible class. (Note that this does not affect PTO, Retirement Plan, Funeral Leave, Emergency Loans.)



TJC Gold Seal for Stroke Center

We have just learned that Mission's Stroke Center has earned the Gold Seal of Approval™ from The Joint Commission for Primary Stroke Centers.

"Mission Hospitals has demonstrated that its stroke care program follows national standards and guidelines that can significantly improve outcomes for stroke patients," says Jean E. Range, MS, RN,

CPHQ, executive director, Disease-Specific Care Certification, Joint Commission.

More information about this important certification, how we earned it, and what it means for our patients and the region, will appear in the October 5 issue of Scope. Watch for it!



Benefits Enrollment October 1 - 26

Make your benefits changes

Benefits enrollment time is your annual opportunity to:

- Change your benefits selections in medical, dental, short- and long-term disability and life insurance plans.

- Cancel your health plan coverage with proof of other insurance or cancel your dental plan coverage.

- Enroll in a Flexible Spending Account for Health and Dependent Care.

- Increase your short- and long-term and life insurance coverage amount during this annual enrollment period without providing health information.

This is a one-time opportunity. Requests to increase coverage

amounts during future annual enrollment periods will require health information and approval.

- Change your retirement plan (403b VALIC account) on-line during annual enrollment for an effective date of change of 1/1/08. You can make changes at any time during the year with the paper form.

Watch your mail for your benefits statement which lists all your current benefits and pricing information for 2007. This will be mailed to you later in September. And be on the lookout for

your annual enrollment packet which includes information you need to make your 2008 enrollment decisions. These will be delivered to your department during the last week of September.

Annual enrollment is available on-line through Employee Self-Service via CITRIX only. Paper forms will not be accepted.

FOR ON-LINE ENROLLMENT ASSISTANCE:

- You may use the Employee Self-Service computer stations in the Human Resources Department at 5 Frederick Street from 7 a.m. until 5 p.m., Monday through Friday, through Friday, October 26.

- Employee Self-Service computer stations are located in the lobby of the first floor of the G Building, Memorial Campus, and on the St. Joseph Campus in the Employee Self-Service area, room W239. These sites will be staffed from October 22 - 26 from 7 a.m. until 5 p.m. Monday through Friday for those needing additional assistance.

Contact your Human Resources Representative if you have any questions or call 213-5600.

Wellness Assessment Incentive

Employees enrolled in the Choice Health Plan who take the Wellness Assessment during the annual enrollment period will receive \$50 into their Health Reimbursement Account.

- Enroll or delete dependents to your health or dental plan. Remember that dependents are only eligible for coverage up to age 19 or up to age 24 if a full-time student. If your child is between the ages of 19-24 and is no longer a full-time student, you must remove them from your plan within 31 days of the date he/she is no longer a full-time student. If you don't remove them within this timeframe, they are not eligible for coverage but you have to continue to pay premiums. You can drop their coverage during annual enrollment for removal from your plan effective January 1, 2008.

Golfers Hit the Links Against Cancer



Cliffs Valley Golf & Country Club was the setting for the 17th annual Chakales Memorial Golf Tournament. More than 150 golfers and volunteers turned out for a great day of golf raising \$100,000 to benefit Mission Hospitals' cancer services. The tournament, named for John Chakales who died of cancer in 1990, was a way for his family and friends to support cancer services and thank the staff who cared for John. Golfers and volunteers learned at this year's award banquet that the tournament was being renamed the Chakales Patton Memorial Golf Tournament. Buddy Patton, a longtime supporter of the Chakales Tournament, died of cancer in 2007. The Patton family car dealership, Harry's Cadillac Pontiac Buick GMC Saab, has served as the tournament's presenting sponsor since 1999, donating over \$150,000 to Mission's cancer programs. Both families agree that joining the two friends' names is a fitting tribute. If the Patton name sounds familiar, it should. Marilyn Patton, Buddy's wife, is a familiar face to many. As a Mission volunteer, Marilyn has donated more than 21,000 hours of service. Marilyn also serves as a Mission Healthcare Foundation trustee. Pictured left to right are Mary Chakales, Chris Young, Ramona Whichello, Joe Damore, Bruce Thorsen, Karen Grogan and Harry Patton.

Record Number of Donors Make Mission's Blood Drives Successful

Next blood drive on Friday, September 28

When the call for blood goes out, Mission staffers respond! The August 1 American Red Cross blood drive held on the St. Joseph Campus turned out to be the largest blood drive ever held at Mission Hospitals. We collected a total of 125 productive units! It's also amazing to note that 25 of these individuals were first-time donors! Due to the extremely low inventory of blood which the region has experienced throughout the summer months, these donations are greatly appreciated.

Mission Hospitals' next blood drive will be held on Friday, September 28, from 7 a.m. until 4 p.m. in the Kate B. Reynolds Classrooms in the Latta Parking Lot.

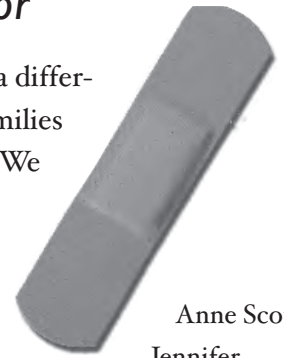
Those with appointments will be taken before walk-ins. We encourage staff to make an appointment to donate by emailing Aubrey Gilbert (Aubrey.Gilbert@msj.org) to advise her of a time that is convenient for your schedule.

Thank you, Mission staffers, for giving back to our community through your gift of life-giving blood! We thank Mission staff for their ongoing help in giving back to our community through the Gift of Life and we hope you will again donate blood at our drive on September 28th.

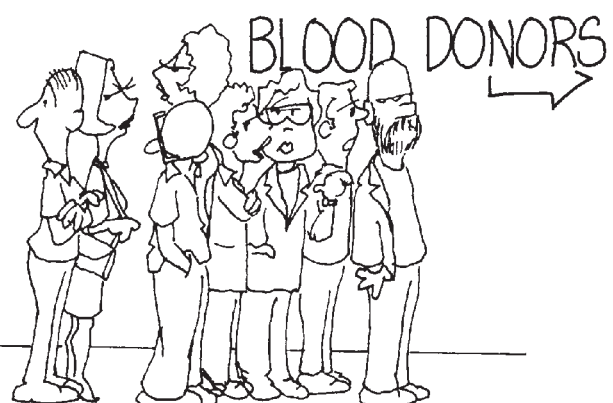
—Aubrey Gilbert and Colleen Ramsey
Mission Hospitals Blood Drive Sponsors

Earning the blood drive "badge of honor"

Our thanks to the following individuals who are making a difference in the world, by bringing hope to other people, their families and loved ones through their donation of blood on August 1! We honor you and thank you!



Stephen Aiken	Cathy Fortner	Jennifer	Anne Scott
Dawn Al-Khatib	Karen Franklin	McFadden	Jennifer
Ken Anders	Stephanie Frederick	Stefanie	Selman
Brenda Asplund	Susan Funderud	McIntosh	Brendan Shanahan
Shawn Avila	Oliver Galloway	Katherine	Sherri Sitton
Kelly Benson	Bryanna Gibbs	Michelson	Carol J. Smith
Betsey Bent	Joann Gragg	Marilyn Morris	Kathy J. Smith
Wil Bowler	Carolyn Haag	Nan Norton	MaryJo Smith
Kathy Branks	Stephanie Haigler	Sharon Owen	Melissa A. Smith
Russ Brown	Carole Haines	Rebecca Parker	Ruth Smith
Rebecca Burson	David Hall	Phyllis Parrish	Robin Stalte
Judy Callaghan	Patty Halvorsen	Susan Patton	Claire Stevens
Maria Calton	Bradley Hamilton	Pamela Pistor	Michelle Stillman
Kindra Canipelli	Amanda Hollingsworth	Janice Plemmons	Michael Sumner
Anita Clark	Bill Holt	Sheila P. Plemmons	Andrew Tanner
Lisa Clark	Dr. Olson Huff	Traci Plemmons	Janet Terwilliger
Teresa Clark	Suzette Jackson	Jean Ponder	Jessica Troglione
Terry Clark	Cherie James	Sheila Posey	Josiah VanBumble
Evalina Craven	Linda Jones	Shanda Powell	Elaine Velez
David Crawley	Jean Keeter	Colleen Ramsey	Shannon Wagner
David Cutshall	Wilma Keller	Jack Ramsey	Mary A. Walker
Samantha DeBruhl	Kellie Kendall	Ashley Reese	Mary K. Walker
Sarah Devlin	Jason Keyes	Tim Reeves	Catherine Wallace
Candace Dover	Jane King	Diana Ring	Jennifer Warren
Tracy Dyer	Katie Koepke	Edward Risavich	Emily Weeks
Gayann Eastman	April Kummerle	Cynthia Rose	Patricia Whitaker
Anika Ervin	Amanda Lankford	Linda Runne	Patrick Williams
Yvonne Farnell	Kathleen Leake	Jacqueline Ruscoe	Myra Allene
Charlene Farrell	Darrell Lunsford	Ashley Russell	Williamson
Marc Fayssoux	Susan Lykins	Seth Salmon	Janice Wilson
Jo Ann Ferreria	Barbara Mars	Ana Sandin	Dorral Wofford
Myra Fields	Karen Mashburn	Karen Schneider	Judy Wright
Stacie Fincher	Jean Mathis		
Ann Ford	Tracy McClure		



Mission Prepares for Emergencies

September is Preparedness Month

September marks the fourth annual National Preparedness Month. Its goal is to encourage Americans to prepare for emergencies in their homes, businesses and communities.

At Mission, we are doing our part by first, making you aware of the observance so that you can begin researching and discussing emergency plans with your family, and also to let you know what kinds of things Mission Hospitals does to prepare in the case of an emergency.

At Mission we use the Hospital Incident Command System (HICS) to provide a unified structure for managing mass casualty events or situations that cause disruption in services, such as a long-term water outage. Hidden within the cabinetry of one of our board rooms is the technology we need to turn a simple conference room table into “command central.” Computers, fax machines, extra phones, two-way radios, satellite phones and resource manuals remain updated and ready for the team to move into place.

Once the Code is called, specially trained Mission staffers report to the incident command center to coordinate staff, supplies and communication. Most recently we used this system for the T.C. Roberson incident when students were exposed to an unknown agent.

Basic Incident Command structure calls for an Incident Commander, a Public Information Officer, Safety Officer, Liaison Officer and a Medical/Technical Specialist. Depending upon the incident, we could also name an Operations Section Chief, a Planning Section Chief, a Logistics Section Chief and a Finance/Administration Section Chief. All report to the Incident Commander.

The Command Structure stays in place until the incident is resolved and an “all clear” is called.

According to Mike Barnett, Mission’s Disaster Planning Committee chair, Mission is required by the Joint

Commission to hold emergency drills of this type at least twice a year. One of these drills must involve the community, and one has to involve an influx of patients. We are also required to do “all hazard” planning to analyze the most likely scenarios for an incident in our region, for example, a massive snowfall, an outbreak of SARS, pandemic flu or a chemical spill, and practice those scenarios.

Of course there are other ways Mission prepares for emergencies.

COMMUNITY COORDINATION

Remember in 2004, when a series of hurricanes blew through the region causing flooding in many areas (including Biltmore Village) and the interruption of Asheville’s water supply? To continue operations, Mission relied on a local milk distributor for fresh water, and regional fire departments to pump water through our cooling system to keep it up and running.

Mission also maintains agreements with a local community college as an alternate care site and has staff members who regularly attend community and regional emergency preparedness meetings and participate in drills with public health,

medicines, number of masks, decontamination equipment, etc. The NC State Office of EMS can monitor this data to determine where in the state that care and resources are available.

Mission participates in NC Detect, which is a procedure to monitor all emergency patients for biological exposure. Through a series of questions during triage, we are able to determine if a patient has traveled to an infected area in the recent past, which could at some point aid us in reducing exposure in our area to pandemic flu.

EMERGENCY EQUIPMENT

Over the last few years, we have been subject to more standards from The Joint Commission, OSHA and the state and federal government than ever before. Through the Mission Healthcare Foundation, Mission has received more than \$500,000 in HRSA (Health Resource and Service Administration) preparedness grants with specific guidelines to help us purchase emergency preparedness equipment and training.

With some of these funds, we purchased a portable decontamination unit with four shower units.

How about you? What steps have you taken to get ready in case of an emergency? If you have small children, pets, or elderly parents to prepare for, you will want to think about their needs. Do you have plans for a long-term power outage? What if you can’t get to the grocery store or the pharmacy? Preparation depends on your level of need. You can find lots of helpful tips to help your family prepare to weather the storm or whatever else comes along. Visit www.redcross.org or www.ready.gov, or simply search “preparing for emergencies” in Google for more information.

emergency management, law enforcement, EMS and other hospitals. We participate in the SMARTT System (State Medical Asset Resource Tracking Tool), a database that receives input daily and during an emergency event from most NC hospitals. Mission’s Bed Coordinators update this system daily on how many different kinds of beds we have available,

We participate as a host hospital for the Western NC State Medical Assistance Team (SMAT) mobile hospital for our region. Combined with mobile hospitals from other regions of North Carolina, we can deliver a hospital and supplies to the wounded. We also participate in the CDC Chempack project, with stores of nerve gas agent antidote that is pre-staged at

Mission by the Centers for Disease Control for use by Mission, the community and other local hospitals.

“This year, we have installed the radio equipment we need to be able to operate on the new NC Medical Communications Network,” says Barnett. The NCMCN connects Mission to EMS, SMAT, other hospitals, emergency management, public health and the state, and local Emergency Operations Centers during a disaster.

“Through the help of this grant money and with the hard work of Facility Planning, we’ve also been able to purchase and install isolation equipment we need to convert rooms on 7 East Memorial Campus to negative air pressure floors during a respiratory emergency, such as SARS,” adds Barnett. This same equipment is now being installed in the 7 West renovation.

EXPERTS ON SITE

Through preparedness grants, Mission has been able to have a state health epidemiologist, Rachel Long, and regional emergency response and recovery coordinators, Debbie Gilbert and Rieley Bennett, on site.

All of Mission’s Emergency Department staff and Regional Transport staff have been trained in decontamination and mass casualty procedures, according to Barnett. He is now training key staff members on HICS, the Hospital Incident Command System.

SUPPLIES ON HAND

Because the type of disaster can’t be predicted, Mission maintains a supply of N-95s, extra respiratory-related supplies, bottled water, waterless bath kits and isolation gowns.

“Depending on the season, we may change the levels of what we keep on hand,” says Billy Myers, Director of Materials Management. “During flu season, we keep more isolation supplies in stock.”

Giving Hope, Sharing Life

Organ donation changes lives

How do you give hope when you feel so much has been lost? Families that lose a loved one sometimes face just this question. When a spouse, a sibling or a child suddenly dies from a heart attack or accident, their loved ones may be faced with unexpected decisions about organ donation.

In the closing days of this summer, friends, staff and physicians grieved alongside five families of patients treated at Mission that have experienced just this kind of loss. In a week’s time, five families confronted the hardest of news. Their loved ones had died. All five families said “yes” to organ donation. Through their grief, they could hear the wishes of their family member. “He always wanted to help others...this just makes sense,” they said. “She put a heart on her license...we remember her saying that she wanted to be a donor,” a family recalled. And so, they gave hope...they shared life. Here’s just some of what happened as a result of the decisions of these families:

- A 55-year-old gentleman in North Carolina received a liver transplant. He is married with two adult children. He is doing very well after his transplant and can’t wait to get back to work.

- A 68-year-old married father of two children received a kidney transplant. He is a retired truck driver.

- One donor’s heart was transplanted into a 59-year-old mother of two. She is a bus driver who loves traveling, gardening and cooking. The donor’s lungs were transplanted into a 63-year-old gentleman in Pennsylvania.

- A 54-year-old married mother of two received a liver transplant. She is a homemaker who is caring for her developmentally challenged son.

- Lungs from one donor were transplanted into a gentleman from Ohio. Disabled due to his disease, he is looking forward to more time with his family and the possibility of returning to an active life.

- One kidney recipient is a 72-year-old married mother of three. She is a retired school teacher who loves sketching and reading.

In all, 15 persons received 17 life-saving, transplanted organs. In addition, 7 people improved their sight through corneal transplants. Tissue transplants completed in the future will help more than 100 people.

Decisions about organ donation are deeply personal. We all need to learn about donation and think through our own decisions. We also need to have some awareness of the good that can come through these gifts of life. What’s your decision about organ donation? Who have you told? For more information, go to <http://www.lifesharecarolinas.org/>.

Like to get involved? Get more information at the Mission’s Benefits Fair on October 1. Plan to provide your faith community with information during Donor Sabbath in November. Just call 213-1080 and we’ll get your request for information to LifeShare of the Carolinas or you can e-mail Melissa Parker at Melissa.Parker@msj.org.





Ask Dr. Sig

Dear Dr. Sig,

My husband recently had a spinal fusion under the direct care of Dr. Rhoton. As nervous as he was, I was not because of Dr. Rhoton's reputation and the nursing unit he would be going to post-operatively, the Spine Unit. I chatted with Beth Carlson (the CNS for Neurosciences and NTICU) weeks before the surgery; asking her questions and learning what to expect.

As I sat in the room with my husband, we both experienced a professional and well educated staff. Jeannine greeted us post-op and started our stay. Jeannette came in that night. We had Kristy for the next two days with a great CNA named Jennifer. Vickie was our night nurse for two nights (I was so comfortable with her that I went home to sleep that third night). Darla discharged us. I could write a book about each one of these nurses/CNAs; instead I will compliment each of them on their skill, patience (with me and Mike), and their knowledge about this surgery and how to care for us. Notice I said, "us." Thank you for your concern!!

No surgery is pleasant, but the experience on the Spine Unit here at Mission Hospitals was! I am grateful that it is over. Mike's pain is under control and he is walking in the driveway every evening. He has no pain or numbness in his right leg as he did before surgery. Thank you all for this success story, and thank you for your allowing me to work at such a great place with such great nurses!

— Karen Braswell MSN, RN, CPN
Pediatric Clinical Nurse Specialist
Mission Children's Hospital

Dear Dr. Sig,

As a Junior Volunteer leader, I have worked with Tammy Israel and Renee Eggleston of the Volunteer Services department for the last two years. Tammy and Renee always go out of their way to help everyone they meet — volunteers, staff members, patients and visitors. These two staff members are very special and their caring and positive attitudes have benefited thousands of different people. Although August 10th was my last day as a volunteer (500 hours service), Tammy and Renee will always be dear to my heart. They have done so much for me. Tammy and Renee are leading the best "bus to greatness" in the entire Volunteer Services Department.

— Adam King

Dear Dr. Sig,

I think people who use voicemail need to listen to their own greeting. Some are so long it's ridiculous. Some also tell the caller "You've reached my voice mailbox." That more or less goes without saying, so why put that in your message?

I think messages need to be short, polite and to the point. No need to repeat your phone number when we've just dialed it. No need to go on and on about your name, department and that you are with Mission Hospitals. We know that already. I get so weary listening to greetings, I usually hang up without leaving a message.

— Enough Already

I agree that both our greetings and voice messages should be short and to the point, but I don't get that upset about it. Did you know you can hit the # key during the greeting and go straight to the beep tone — skipping the message? Then state your business (briefly), leave your phone number (slowly) and hang up.

Dear Dr. Sig,

I think that the hospital needs this outlet (Dr Sig) for issues that need to be addressed, such as visitors smoking, the color of the new floors or how the pictures on the walls are nice and make conversation pieces. But I think that the people that send in letters about co-workers or situations that are happening in their department need to go to their supervisor or their department director and speak with them about their problems instead of airing out the dirty laundry for all of the hospital employees that read Dr. Sig.

We are supposed to be professional, educated employees and we need to start acting that way.

Let's appreciate our jobs and look to ways that we can better our job and not pull everyone around us down. We are here to help patients and make their visits as pleasant as we can. Thanks for listening.

I agree with you on several points. First, that we are here for the patients. But I also understand that we need to have a pleasant working

environment in order to accomplish that goal.

I also agree that staff members should spend more time talking to their supervisors and their directors about their problems instead of writing anonymous letters to Dr. Sig. It is unfortunate, but a fact, that some staffers feel uncomfortable taking problems to their supervisors for whatever reason. That's one of the reasons I'm here.

Third, I agree that we should be building each other up more and sniping less. No workplace is perfect. If a co-worker does something to upset you, it's probably true that you do something that upsets someone else.

Dr. Sig is actually a conduit for connecting problems with their solutions. When I receive a letter, I immediately route it to the person who is most likely to have the solution, confidentially of course, and try to obtain an answer. I hope Mission's leadership can view Dr. Sig as a tool that they can use to get correct, useful information out to our staff members. It's a place to clear up rumors, and a way to let our leaders know that something is not working. It's also a place for staff members to talk about what they like about our health system

With MissionOnDemand, Mission's new Intranet, you'll see Dr. Sig used in a different way. We'll be able to take polls to see how staffers feel about a particular issue, and we'll be able to print forums that will be dedicated to a single issue, such as parking or health insurance. I hope you'll check it out.

Dear Dr. Sig,

Is there any way we can get some of the green OR scrub bottoms in a longer length? Some of us who are tall are forced to get an extremely large size or to wear "highwaters" all day.

I asked Laundry Manager Bill Holt about your highwater dilemma. It seems like a reasonable request, but it's not as easy as it looks.

The folks in Laundry and Linen try their best to keep the right numbers of 22 different scrub items in about 16 different user locations. This magic act is their single most frustrating responsibility and to add extra long in each size would certainly make a difficult situation more difficult. Besides, institutional scrubs do not come in in extra long so they would have to be specially ordered from specialty suppliers where cost would be prohibitive. So, while everyone deserves scrubs that fit nicely, some of us end up trying to do the best we can with what there is.

Dear Dr. Sig,

On nights we frequently have to wait 3 to 4 hours for meds to be entered on patients. Some meds are not needed but a post op patient waiting for pain meds doesn't understand that the Pharmacy is three hours behind. Yes, we can override some meds but not all of them.

— Left Waiting

Dear LW,

Ellen Williams, Pharmacy Director, responds: "I'm sorry you've had difficulty with the process in the evenings. This is a very complex issue, and more than we can resolve in a Dr. Sig response. Please contact me directly so that we can discuss your specific issues."

A Dr. Sig MERIT Extra Mile Award to Teiara Mills of the Bean Shop.

"Teiara Mills, who works at the Bean Shop in the mornings, is always a joy to encounter (even at 6 in the morning)! She always greets you with a smile, calls you by name and in most cases she already knows what you want; plus she never lets you leave without telling you to have a good day! I want you to let her know that her actions have not gone unnoticed and to encounter her smiling face and warm heart in the mornings makes my day start off on the right foot. Thank you, Teiara!

Dr. Sig's Forum has a new look. Check it out on the home page of MissionOnDemand, Mission's exciting new Intranet!

scope it out

Ads for "scope it out" must include your home phone number. No names will be printed. Listings will appear once in the next available issue of Scope. To repeat the ad you must resubmit it. The deadline for each issue of Scope can be found on the last page of each edition. To place an ad, mail it to Linda Gooden in Community Relations, e-mail Linda.Gooden@msj.org or fax it to 213-4812. All questions regarding ads should be directed to Linda at 213-4800.

Cars and Motorcycles

2001 Subaru Forester: AWD, 92,400 miles, PDL, PW, Auto. Great condition. \$8800 OBO. Call 232-2031.

2002 SE Silver Mazda Miata: It's in great shape and has 39,000+ miles and am asking \$14,500. If interested, please call 777-2159.

2003 Chevrolet Cavalier: 63K, excellent condition. One owner, new tires, PS, tilt, cruise, CD player, AC, cobalt blue, serviced regularly w/all service records, 4 cyl., automatic, front wheel drive, great gas mileage, solid car. \$7500. 828-777-0892.

1989 Chevy 2500 2wd Truck: \$1260 OBO. If interested, call Josh at 828-246-0109.

1991 Chevy 1500 4wd Truck: New tires, transmission and computer. \$2000 OBO. If interested, call Josh at 828-246-0109.

1992 Honda Accord LX: Owned for 13 yrs. Well maintained. Looks and runs good. 179,000 mi. \$2,100. 231-8956.

Homes and Land

Notice: We are no longer able to accept real estate ads from outside of Mission Health and Hospitals. Staff members, volunteers and members of the medical staff may continue to submit ads for sale or rental. Thank you.

Town House for Rent: 2 yrs. old. South Asheville – Sweeten Creek Rd. 3 BR/3 BA, 2547 sq. ft. Never lived in. 1 BR on ground floor with full bath. 2 car garage. \$1500/mo. Call 828-687-7528.

Apartment for Rent: 2 BR/2 BA in newer complex. Clean, uncrowded, safe complex must minutes from Mission, fresh paint, good neighbors. Wooded surroundings. Close to new park and school. Equipped with self-cleaning range, dishwasher, microwave, larger fridge with ice maker, berber carpet, and ceramic tile. Central Air/heat. \$650/mo. with 1 yr. lease. 778-6809.

House for Sale by Owner: 3 BR/2.5 BA in East Asheville on 0.42 acres. 2-story colonial style home built in 2001 with full basement, huge kitchen with walk-in pantry, formal DR, LR with gas log FP, hardwood floors, large covered front porch. Master BR with walk-in closet and master bath. Large back deck with winter views of mountains and Swannanoa River. Only 12 minutes to Mission Hospital and 5 minutes to VA Hospital. Swannanoa River and Parkway at your fingertips. Price reduced \$274,900. Motivated seller. Call 299-0075 or 551-0457. Pictures available @ www.homesbylender.com. Asheville Area FSBO #7644.

House for Sale in Forest City: 3 BR/1 BA with ? acre. House has been updated inside and out with a full basement. \$52,000. Call 828-215-4591.

Lot for Sale: In Woodfin next to UNCA: .39 acre water/sewer available. Lot has been cleared. OK for doublewides and stickbuilt. Great place for a duplex. \$52,000. 828-215-4591.

Lot for Sale: In Candler off of Candler Knob Rd. OK for singlewides. Water available. Has a perk test. \$24,000. Call 828-215-4591.

Mobile Home for Sale: 2000 Clayton, 14 x 70, 2 BR/2BA, take over payments, must be moved. Call 713-2298.

House for Sale: Well kept 3 BR/2BA built in 2004 on a quiet street in West Asheville. Nice deck, rocking chair front porch, heat pump, walk-in closets, and nice size yard for kids or pets. All appliances stay. Approx. 1200 sq. ft. Offers plenty of storage in attic and unfinished basement. Convenient to Haywood Rd. and MSJ. Walking distance to Carrier and Riverlink Parks. \$159,500. 828-275-3376.

Townhouse for Sale By Owner: Brookhaven Village, 305

Tanbridge Rd., Swannanoa, 1513 sq. ft., 3 BR/2.5BA, dining room with hardwood floor and wainscoting, large kitchen with pantry and vinyl floor, insulated doors and windows, single car garage, functional and spacious floor plan, built in 2003. \$159,900. For more information, call 551-7416.

House for Sale/Rent: 1700 sq. ft. 3BR/2BA, fully equipped kitchen (stove, refrigerator, microwave, dishwasher) with open dining room, living room area w/gas fireplace. Oversized 2 car garage with small porch on the back of the house. Located off Sandhill Rd. on Catalina Ct on a cul-de-sac. Small grassy area to maintain with shrubs. Asking \$285,000. Please call 828-778-1003 if interested.

House for Sale: In Leicester, magnificent 360 degree long and short range views year around. 4 BR/3BA full basement, vaulted ceilings in master BR and living room, stone work, 2300 sq. ft. living space, 2 acres, 20 minutes to Asheville. No matter what kind of day you had, you come home to this. MLS #372198, \$365,000. Call 828-280-2623.

Apartment for Rent: Basement level efficiency in East Canton, 1 BR, living room, eat-in kitchen, \$325/mo plus utilities, water furnished. 828-231-8533 or 828-665-1161.

House for Sale: 2 BR/2BA in quiet West Asheville neighborhood, 1160 sq. ft., 0.24 acre lot, built in 98, convenient to River District & West Asheville shops, 5 minutes from MSJ, oak floors, covered porch, large private deck, 2 walk-in closets, gas furnace/range, entire home heated with optional woodstove, terraced organic garden spaces, large dry storage area underneath, creek in back yard. \$186,000. Artisan Properties 828-712-3780.

House for Sale By Owner: Brick ranch in Avery Creek, 1871 sq. ft. on .48 acres, open floor plan. 3BR/2BA sunroom, family room downstairs with gas fire logs. Hardwood floors, hot tub on back deck and large fenced-in back yard. The house backs up to 60 acres of woods where one can hike and walk dogs. The property is located on a quiet, no thru street in an established neighborhood. Porch and several perennial flower beds in front. Updated maple kitchen. The basement has 1 car garage and lots of storage. Gas heat and cooking. Central A/C. \$223,000. Please call 712-2759 for appointment.

Looking for an inexpensive room for rent preferably in Asheville but if the price is right, I will drive further out. This would be a temporary situation for me. Most likely no more than 3-6 months. Contact me at 279-9721.

Household

Jenny Lynn 3 in 1 Crib: With matching changing table and chest all in good condition \$175; Graco pack in play with bassinet \$30; Diaper Genie \$10. 828-299-7308.

Square Table & 4 Chairs purchased from Pier One a little over a year ago – perfect for breakfast nook area. Rattan/wicker type brown with black iron accents. Some wear, but in great condition!! Asking \$150. Call 713-6716.

Solid maple rocking chair in perfect condition (great for rocking the new baby) \$50; Solid wood corner shelves \$25 apiece. Solid cherry cheval mirror in perfect condition \$175. Call 828-254-4923.

Miscellaneous

Nail Salon Tables for Sale: I has nail dryer (room for 4 people). All 4 have electric outlets and plugs. Light pink color. Can be used as a vanity for girls make-up table. Small tables \$25 each. Table with dryer for nails \$100. Call 274-8102 to see between 9 am – 6 pm please.

Refrigerators (2) compact and standard waiting room chairs, exam stools, exam light, corner tables, desk chairs, shelves, cabinets, student desk, utility carts, file cabinets, back up powermate supply for surgical equipment, wheelchair. Best offer. 828-633-0405.

25 Gallon Fish Aquarium and black 2-door aquarium stand: Aquarium comes with heater, pump, light. Some extras: plants, pump cleaning brushes, new filter cartridges. Water testing kit. Please call 606-9985.

Work bench with two sturdy wooden saw horses. \$100. 280-2623.

Oakley Community Festival and Craft Sale: Saturday, Sept. 22, 10 a.m. - 5 p.m. Featuring local artists and crafters, live music with many excellent bands/performers, food, and children's entertainment. Oakley United Methodist Church, 617 Fairview Rd. 251-4042, 685-3684.

St. John's Episcopal Church Rummage Sale: Saturday, September 29 from 7 a.m. until 2. 290 Old Haw Creek Road in East Asheville.

Bike Rack: Yakima, 3 rack system, with straps. Excellent condition. \$50. 251-2905.

Kawasaki Vulcan Pipes and Seat for 800. All for \$250 OBO. 683-0647.

Pets

Wanted: Yorkie puppy: Call Rita @ 686-0531.

Free to Good Home: Four year old male blond lab mix. Name is Banjo. Owner moved and cannot take Banjo with him. Neutered, house-broken, and leash trained. Wonderful personality, very playful, loving dog. Please call 684-7091 if interested.

Dalmatian needs a forever home: Gracie is a very sweet and loving, 7 1/2 year old Dalmatian whose two great passions in life are eating and playing! She needs a home where she can be an only dog, or perhaps a home with male dogs only. She must have a fenced yard for much needed exercise and to run off her Dalmatian energy. Gracie is housebroken and does fine in the house unattended. She follows basic commands. Gracie has lived happily with a cat, but she definitely demonstrates a chase instinct with unfamiliar cats. However, she could probably learn to happily accept a feline brother or sister with training. Gracie's adoption fee includes her spay, vaccines, microchip, testing, free post-adoption vet exam and one month of veterinary care insurance. Please contact annbarr@yahoo.com or 687-9874.

Services

Mary Poppins Childcare: Loving home environment, B.A., Childhood Development, one-on-one education instruction. 299-8553.

Carpentry and Masonry Needs: Need a worker who is dependable and has reasonable rates. Call today and mention this ad to get a 5% discount. References available. 768-7832.

Personal Trainers: Get in the best shape of your life with the guidance and motivation of our certified trainers. Private one on one sessions for men and women. Call Mark K. @ 674-7007 or Laura S. @ 318-6599. Mention Dr. Dan Waldman for your 10% discount.

Free Facial: Want to look 10 years younger. Call for your free facial. Our anti-aging products are for all skin types and 100% guarantee. 24/7 line 681-9016 or visit www.MaryKay.com/gsmathers.

Bushhog, Lawn Doctor Service: Commercial or residential, no job too small. Call for your free estimate. 713-8941 or 683-0647.

Sports and Recreation

1995 36 ft. Four Winds Travel Trailer W/15" Slideout: Comes with all the amenities of home. \$8000. Call 828-713-6931.

Kaleidoscope

Celebrate October!

American Pharmacy Month
 Breast Cancer Awareness Month
 Dental Hygiene Month
 Disability Employment Awareness Month
 Domestic Violence Awareness Month
 Eye Injury Prevention Month
 Family Sexuality Education Month
 Halloween Safety Month
 Health Literacy Month
 Healthy Lung Month
 Liver Awareness Month
 Lupus Awareness Month
 Medical Ultrasound Awareness Month
 Physical Therapy Month
 Sudden Infant Death Syndrome Awareness Month
 Talk About Prescriptions Month
 Vegetarian Awareness Month

1 - 7 Healthcare Resource and Materials Management Week
 1 - 7 Hearing Aid Awareness Week
 1 - 7 Mental Illness Awareness Week & Bipolar Disorder Awareness Day
 1 - 7 Nuclear Medicine Week
 1 - 7 Nurse-Midwifery Week
 2 - 8 Healthcare Food Service Week
 2 - 8 Wegener's Granulomatosis Awareness Week
 6 - 12 Physician Assistants Week
 8 - 14 Case Management Week
 8 - 14 Emergency Nurses Week
 8 - 14 Fire Prevention Week
 8 - 14 Healthcare Central Service/Sterile Processing Week
 9 - 13 School Lunch Week
 9 - 14 Nephrology Technician/Technologist Recognition Week
 9 - 15 Pediatric Nursing Week
 11 - 18 Gerontological Nurses Week
 12 - 20 Bone and Joint Decade National Awareness Week
 16 - 20 Medical Assistants Week
 16 - 22 Healthcare Quality Week
 16 - 22 Health Education Week
 17 - 24 School Bus Safety Week
 22 - 28 Kids Care Week
 22 - 28 Respiratory Care Week
 23 - 29 Healthcare Facilities and Engineering Week
 23 - 31 Red Ribbon Week
 5 Bipolar Disorder Awareness Day
 5 Depression Screening Day
 5 Rudolph Virchow's Birthday (1921 - 1902)
 10 World Mental Health Day
 12 Emergency Nurses Day
 12 SAVE Today
 16 World Food Day
 17 La Leche League International Founded
 20 Mammography Day
 25 Lung Health Day
 28 Make a Difference Day

Remember, Annual Education on WebInService is due by September 30. If you have questions, talk to your supervisor, department educator or HR representative.

Welcome New Staff Members!

Susan Barlowe, RN	Surgical Preop
Erika Beam	General Medicine
Mary Bradt	Mission Children's Clinic
Melissa Crisawn	Emergency Department
Monica Collins	Wound Therapy
Jennifer Denton, RN	Emergency Department
Catherine Dunham	Pharmacy
Amy Dustin, RN	MCSO
Michael Haile	Pharmacy
Erica Hathcock, RN Intern	8N Neuro-Diab
Julia Johner, RN	PASU
Chase Lawrence	Rehabilitation Services
Anna O'Dell	Emergency Department
Jesse O'Neal	Facility Planning
Karen Pickens	Asheville Surgery Center
Clayton Raebel, EMT-P	Regional Transport
Cheryl Ramey, RN Intern	General Medicine
Steven Rhinehart, EMT-P	Regional Transport
Nancy Rhodes, RN	Emergency Department
Amanda Smathers	Pharmacy
Dane Taylor	Operating Room
Lacey Waldroop	Operating Room
Matthew Walker	Operating Room
Laura Wilkins, RN	Emergency Department

In Sympathy

The Mission Family extends its sincere sympathy to staff members and volunteers who have recently lost loved ones.

Phyllis Jenkins of 10 Oncology lost her father, Lawrence Jenkins.

If you or a co-worker has experienced the death of a loved one, and you would like to have it posted in Scope, please first contact Sr. Carmen Cruz in Chaplaincy Services.

Read's Uniform Fundraising Sale

The store is coming to you September 25 from 6 a.m. until 8 p.m. and on September 26 from 6 a.m. until 4 p.m. on the Heart Center Terrace, Memorial Campus; and September 27 from 6 a.m. until 8 p.m. and September 28 from 6 a.m. until 4 p.m. in Conference Rooms 1 & 2, St. Joseph Campus.

Come shop for name brand scrubs by Koi, Nu Dimension, and IguanaMed exclusively sold at Read's and other brands including Urbane, Peaches, Landau, Cherokee Workwear, Cherokee, and Dickies. Shoes by Dansko, Klogs and Urbane. Accessories such as stethoscopes, blood pressure cuffs, socks, hosiery, pens, etc. Good prices, great convenience, and a portion of the sales will be donated back to the hospital via the Volunteer Organization which is sponsoring the sale.

Join the Clowns and Find "Your Inner Red Nose!"

Classes in the fundamentals of clowning are being offered by Kabookee the Clown, formerly coordinator for The Health Adventure Clown Troupe, and Associates. You will find your own character, costuming and "special" face during evening sessions in FUN and FOOLishness!

Classes are offered Tuesday evenings from 6:30 - 9 p.m. on October 9, 16, 23, 30, November 6 with graduation on November 20 at the American Red Cross, 100 Edgewood Road in Asheville. Call or e-mail Morgana Morgaine for details at 277-9504; morgainem@bellsouth.net.

Hypnotherapy Certification Training Classes

Certification through the International Medical and Dental Hypnotherapy Association. Classes will be held October 19 - 21 and November 2 - 4 at A-B Tech. Call 828-280-2623 to register and for more information.

PTO Donation Policy Change

Beginning October 1, PTO can only be donated to employees who are on an approved leave of absence for a medical emergency and have exhausted all of their own PTO bank.

Employees approved to receive donations prior to October 1 will be allowed to continue for the approved period.

The change in policy is the result of a recent private ruling of the Internal Revenue Service which clarifies how IRS rules apply to employee donations of leave for benefit of other employees. The private letter ruling cited Revenue Ruling 90-29, 1990-1 C.B.11, providing that an employee's leave will be considered taxable wages to the employee donating the hours unless the hours are donated to an employee who qualifies under the medical emergency definition. Mission is revising our current program to ensure compliance with the IRS rules.

There are two forms necessary: The PTO Donation Program Request Form for Medical Emergencies for the recipient's request and PTO Donation Form for Medical Emergencies for the donor. These can be found on the Intranet and Internet under HR Forms. They can be found in our new MissionOnDemand under HR Forms. The revised HR Policy will be posted once it is completed.

MISSION HEALTH
scope

Scope is published twice monthly for the staff, physicians, volunteers and friends of Mission Health & Hospitals - The McDowell Hospital; Blue Ridge Hospital System, Inc., d/b/a Spruce Pine Community Hospital; Mission Healthcare Foundation, Inc., Mission Hospitals, Inc.; and Horizon Management Services, Inc. This publication is produced by the Community Relations Department, Mission Hospitals, 509 Biltmore Avenue, Asheville, NC 28801. Phone: 828/213-4800.

The deadline for the next Scope is September 24 for an October 5 distribution. If you have a story idea, department news or an important announcement to share, send it to Scope at jprchd@msj.org.

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 www.missionhospitals.org

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