

Monday, December 14

"To fly, we have to have resistance." -Maya Lin, Architect



Topic of the Day: Hand Hygiene

Last week, in recognition of Hand Hygiene Awareness Week, Employee Wellness challenged you to test your hand hygiene knowledge. If you submitted your quiz, be sure to check your email to find out if you won the prize

drawing. Winners will be announced today, **Dec. 14!**

We know that the number one way to prevent the spread of germs is proper hand hygiene. However, cracked, sore winter hands can stand in the way of regular washing and gelling. So to help you care for your hands and eliminate these barriers to proper hand hygiene, fragrance-free Provon moisturizing hand lotion dispensers have now been installed in clinical areas.

Another barrier to proper hand hygiene is our reluctance to ask others if they have washed their hands. Do you have a phrase or conversation starter you use to ask providers or family members to wash their hands? We want to hear from you! Send us your scenarios and phrases; we'll compile them and present the top suggestions in Huddles next week.

Please reply directly **Nancy Pike** at npike@culpeperhospital.com by **Tuesday, Dec. 15.**

Did You Know?

Today is the last day you can complete the flu questionnaire. Because UVA Culpeper Hospital is a 100 percent mandatory participation facility, every employee is required to log into Ready Set and complete the survey, even if you choose not to receive the vaccine. Questions? Please contact **Angel Ross** in Employee Wellness at x5743.

Closing

What will you accomplish at work today that will leave you smiling? Is there a colleague who sets the bar for finding ways to improve work effectiveness?

We are all a team. If you see anything that concerns you, you are expected to speak up. UVA Culpeper Hospital. Proud to be a part of our community. Proud to be a part of UVA.

Tuesday, December 15

"Criticism comes easier than craftsmanship." -Zeuxis, Ancient Greek Painter



Topic of the Day: Growth Planning Committee

We know that in order to thrive as an organization, we need to grow – grow our services, increase volumes and better manage our processes. That's why we've formed the Growth and Planning Committee (GPC). The goal of this new

committee is to solicit ideas from you, the front-line staff.

If you have a great idea that will improve care for our patients, increase volumes or allow us to streamline our processes, we want to hear from you! Stop by one of the GPC Information Sessions this week to learn how to submit your idea to our committee.

Led by GPC Chair **Dennis Smith**, Director of Pharmacy, the meetings will take place in the Board Room at the following times:

- **Monday, Dec. 14, 2:30-3 p.m. or 3-3:30 p.m.**
- **Wednesday, Dec. 16, 11:30 a.m.-noon or noon-12:30 p.m.**

Please RSVP to **Alicia Mimnaugh** at x4301 or amimnaugh@culpeperhospital.com to confirm your attendance.

We look forward to hearing your great ideas!

Did You Know?

Stop by the Relay for Life Craft and Bake Sale being held in the Board Room today, **Dec. 15.** All proceeds benefit our UVA Culpeper Hospital Relay for Life team. Want to join the team? Go to <http://main.ascevents.org/goto/UVACulpeperHospital> to register.

Closing

Is there an issue you'd like to raise for group discussion today? Is there a staffer whose positive attitude has cheered you up?

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Wednesday, December 16

"To listen closely and reply well is the highest perfection we are able to attain in the art of conversation." -François de La Rochefoucauld, Writer



Topic of the Day: Documentation Improvement

Most documents that leave our hospital are not filled with words and phrases that explain a patient's diagnosis and treatment. Instead, these facts are written as a series of codes. Ensuring the accuracy of these codes is the job of **Maryann Hunt, RN, BSN, CCDS**, who has been a documentation improvement specialist at UVA Culpeper Hospital since 2011. In the past year and a half, Hunt has been reviewing charts full time, with

approximately 15 of them crossing her desk on an average day.

"I see around 49 percent of charts currently and all of these are Medicare patients," says Hunt. Hunt was among the first to present a proposal to the Growth Planning Committee, in which she outlined how a software program could improve her process for chart review by automating some of her steps. This added efficiency, she says, will allow her to broaden her review to include all patient charts. "The goal is to make me more efficient so that I can look at all payors over the next year," says Hunt.

While still under review, the response to her proposal was swift and enthusiastic. Why? With every chart that Hunt reviews, the hospital is saving money and gaining a more accurate representation of our quality data. "I work with physicians to ensure the integrity of the medical record," she says. "I look at risk of mortality, severity of illness and patient acuity." If this information is not captured accurately in a patient's chart, the hospital may not be reimbursed appropriately and our reputation may suffer due to erroneous quality data being reported.

Read more about Hunt and her proactive approach to process improvement in next week's *Engage!*



Did You Know?

You are invited to attend a Combined Neighborhood Watch Group meeting presented by the Culpeper Police Department at the Roscoe Ford Building **Thurs., Dec. 17 at 7 p.m.** The guest speaker will be Detective Sean Sumei, who will be speaking about the department's Internet Crime Against Children (ICAC) unit and will also give tips for parents to keep their children safe on the Internet.

Closing

Are there any organizational changes that are affecting how you do your job?

Is there someone at work who inspires you to do your job better?

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Thursday, December 17

"A problem is a chance for you to do your best." -Duke Ellington, Musician



Topic of the Day: Can Hearts Get Hooked on Blood Sugar?

We know that blood glucose is essential for fueling the body, but researchers at UVA believe that too much blood glucose may be one of the causes of heart failure. With a 4-year grant from the National Institutes of Health's National Heart,

Lung and Blood Institute, UVA is embarking on a project that aims to determine whether enlargement of the heart, or cardiac hypertrophy, is linked to the heart's tendency to gorge on glucose when under stress from factors like high blood pressure.

In a recent press release, lead researcher Bijoy Kundu, PhD, of the UVA Department of Radiology and Medical Imaging, explains that the heart normally sustains itself on fatty acids. But when under stress, it turns to glucose for easy energy. Using nuclear energy techniques to carefully watch metabolic changes as they occur, Kundu and his research team will determine when the heart's reliance on glucose goes from good to bad. The goal, according to Kundu, is to uncover the metabolic cause of cardiac hypertrophy, determine when it can best be averted and provide the drug that could stop it. Read the full press release at <http://bit.ly/1Ijpu3w>.

Did You Know?

Before you deck the halls of your work area, please review these primary safety and compliance regulations:

- All decorations (trees, etc.) must be non-combustible, with documentation that it meets NFPA 701
- All lights must be UL Listed
- Extension cords are not allowed
- Decorations are not to be hung from the ceilings
- Corridor and exit doors are not to have any combustible materials such as paper or plastics on them.

Closing

Are there any goals you need to prioritize as a team today?

What's something positive that a team member has done for you in the past week?

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Friday, December 18

"Work serves a purpose larger than a paycheck...it's not simply a source of income, but a source of dignity." -Alexis Herman, Former United States Secretary of Labor



Topic of the Day: Angel Tree

In the true spirit of the holidays, UVA Culpeper Hospital is sponsoring 32 children through the Angel Tree Program, which is being spearheaded by our Quality Department. According to **Lisa Sekol**, Senior Administrative Assistant for Quality Resources, local elementary

school teachers from Farmington and Pearl Sample Elementary helped identify families that may not have the means to provide gifts this year. "Last year, we sponsored 21 children, so there's been a jump," she says. "While it's unfortunate that there are so many children in need, it is amazing that we've gotten such a great response from our departments."

Twenty departments volunteered to be secret Santas, with one area adopting seven children! The wish lists included a few Frozen toys and a lot of football fan gear, but mostly the children requested practical items like pajamas and coats. Gifts were delivered to Sekol wrapped and tagged on Friday, Dec. 11 and will be given to families on the last day of school before the holiday break. Thank you to all of those who chipped in to help make the holidays bright for these local families!

Read more about the Angel Tree Project in next week's *Engage!*

Did You Know?

The following changes will apply to the payroll period ending **Dec. 19** :

- Banks will be closed on **Wednesday, Dec. 25**, so direct deposits will be made on **Thursday, Dec. 24**.
- Online paystubs will be available to view on Doculivity **Wednesday, Dec. 23 at 8 a.m.**
- Checks will be available for pickup in Human Resources after **2 p.m. on Wednesday, Dec. 23**. Any checks not picked up by **4 p.m.** will be mailed unless you have made prior arrangements with Payroll to have your check held in Security for pick up.

The Finance Office will be closed **Thursday, Dec. 24 and Friday, Dec. 25**.

Closing

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Saturday and Sunday staff, please review this week's Huddles for the latest information.