

Inside **Franciscan Health**

WESTERN INDIANA
LAFAYETTE • CRAWFORDSVILLE • RENSSELAER

JULY 27, 2018 • VOL. 3 NO. 30

Corner Desk

Nursing Shortage and Hiring Efforts

Registered nurses are the largest professional group within the healthcare workforce. They serve today as they have throughout the years as a vital part of our healthcare system. The demand for their services has never been greater.

Several factors contribute to the shortage that is expected to intensify as the need for healthcare grows. These factors include:

- Nursing school enrollment not growing fast enough to meet the demand for registered nurses;
- A shortage of nursing school faculty restricting admissions;
- An RN workforce nearing retirement age; and
- Insufficient staffing impacting stress levels of nurses and job satisfaction, resulting in some leaving the profession.

Economic conditions, health insurance coverage, technology, population growth and the rise of chronic disease have impacted nursing as well.

We are aware of the impact nurse staffing has on patient care as well as the toll the lack of staffing takes on staff morale. Although there are national initiatives underway to assist with this problem, i.e., the Robert Wood Johnson Foundation's "Campaign for Nursing's Future," it doesn't help in the short run when nurses are battling at the bedside to just "survive." The good news is that in the state of Indiana our supply is expected to exceed the demand by 14,000 in the year 2030 (HRSA Health Workforce, Supply and Demand Projections of the Nursing Workforce: 2014-2030, July 21, 2017).

THANK YOU, AND WE ARE TRYING

To all of our nurses, we want to say thank you for enduring and continuing to serve your patients and community through this shortage. We want you to know that we are trying and we want to make things better.

Below is a listing of the steps we have taken locally to combat this issue:

HIRING STATISTICS

- 2017: Filled 118 RN positions
- Jan 1 through June 30 2018: Filled 67 RN positions (On pace for the year to hire 134 RN positions)
- Agency nurses: Currently have 15 agency staff in Lafayette to fill nursing positions
- Working with a recruiting firm to perform nationwide search for RNs. In Dec. 2017, we placed a request for 20 RNs, and YTD have only hired one as a result. This speaks to how hard it is nationally to find RNs.



**SHERRY RANSOM,
MSN, RN, VICE
PRESIDENT, CHIEF
NURSING OFFICER**

RECRUITMENT ACTIVITIES

2017

- Focus groups with key stakeholders for recruitment: Nursing, Environmental Services and Food & Nutrition
- Applicant tracking system software changed: Provides greater exposure on major job boards and allows for mobile applications
- Attended job fairs: Ivy Tech, Purdue, Ball State, Indiana State University, and locations in Indianapolis, Ohio, Kokomo
- St. Elizabeth School of Nursing (SON) initiative – Having a recruiter in SON Atrium at our Central Campus
- Held three onsite hiring events and invited registered nurses throughout Indiana to attend.
- Advertised open house and open positions on Pandora, ran online ads, sent direct mail invitations, ran TV commercials and billboards

2018

- Asking new hires for referrals
- Contacted former employees to educate about 6 month return policy
- Social media campaigns: Facebook (livestream video, ads, events and posts), LinkedIn, Instagram (ads and posts) and Twitter (tweets)
- Recruitment for 3 West: Held town hall forums for current staff; hosted public open house for May graduates and sent direct mail to nurses
- Corporate launched recruiting commercial featuring some of our nurses to air on major TV channels across Indiana
- Four onsite hiring events
- Attended job fairs at Ivy Tech, Kokomo and Indianapolis
- Collaborating with St. Elizabeth SON to develop program to enhance RN skills while still a student nurse
- Upcoming career fairs: Aug. 28 at Lafayette East from 4:30-7 p.m. in the cafeteria; Sept. 12 in Crawfordsville from 4:30-7 p.m. in Bonzel Hall

Positions are posted and Human Resources is trying to hire! Managers have open requisitions for hiring; therefore, it isn't a question of restricting hiring but rather having a sufficient pool to hire from. The goal is to hire enough nurses to cover all of our beds. While acceptable agency nurses are in short supply; agency staff has increased as well. Blocking beds and holding patients in the ED are two of our most undesirable operational challenges. From a global perspective, many things have to be considered inclusive of environmental services, the hospitalist program, ICCR rounding, ratio of new to experienced nurses, time to adequately orient new nurses and cath lab volume.

All of your efforts are appreciated. Human Resources and Nursing Administration are working to find solutions to this issue. We would encourage you to utilize our Franciscan mission and values to encourage other nurses to join our staff.

Encourage RNs with whom you would like to work to apply to open position(s) via jobs.franciscanhealth.org or attend the upcoming [recruiting event in Lafayette on Aug. 28](#) or in [Crawfordsville on Sept. 12](#).

–Sherry Ransom, MSN, RN, Vice President, Chief Nursing Officer

Foundation Corner

Register today for the Crawfordsville Community Day Races

SATURDAY, SEPT. 15

- Registration from 7 to 8 a.m.
- Kids Dash: 8 a.m.
- 5K / 1 Mile: 8:15 a.m.
- Cost 5K: \$20
- Cost 1 Mile: \$10
- Kids 10 and under free



NEW THIS YEAR: FREE KIDS DASH – Children of all abilities are invited to compete in a 100 yard dash!

For more information on Community Day and to register for a race: FranciscanHealth.org/CommunityDayCrawfordsville

A Healthier You – Lose weight, be more active, reduce stress and reduce health risks

BEGINS AUGUST 2, 2018

The Franciscan Healthy Living Center is offering a proven lifestyle change program to improve health and delay or prevent Type 2 Diabetes. A trained lifestyle coach guides and encourages a small group during this program.

PROGRAM DETAILS

- Program follows CDC curriculum with proven results to help individuals lose weight and lead a healthy lifestyle.
- Sessions begin during the year with different times and locations.
- Covered by some insurance plans (including Medicare)
- Covered benefit for Franciscan employees by Employee Health and Wellness

ELIGIBILITY

You may be eligible for this program if you are:

- Overweight;
- Have a family history of diabetes;
- Have a history of gestational diabetes; and or
- Have been diagnosed with pre-diabetes.

For more information, please contact the Healthy Living Center at (844) 441-6609 or email healthyliving@franciscanalliance.org.

Preventative maintenance schedule for Pevco Tube System

Maintenance will be doing preventative maintenance on the diverter boxes in the ceilings for the tube system throughout Franciscan Health Lafayette East on Sunday, Aug. 5, 2018 starting at 10 p.m. and ending by 4 a.m. Monday, Aug. 6, 2018

The Pevco Tube System will be completely down during these hours to do preventative maintenance, changing belts, making adjustments to sensors, lubing moving parts and cleaning the boxes of debris and dust.

For questions or concerns please reach out to maintenance at ext. 4270.

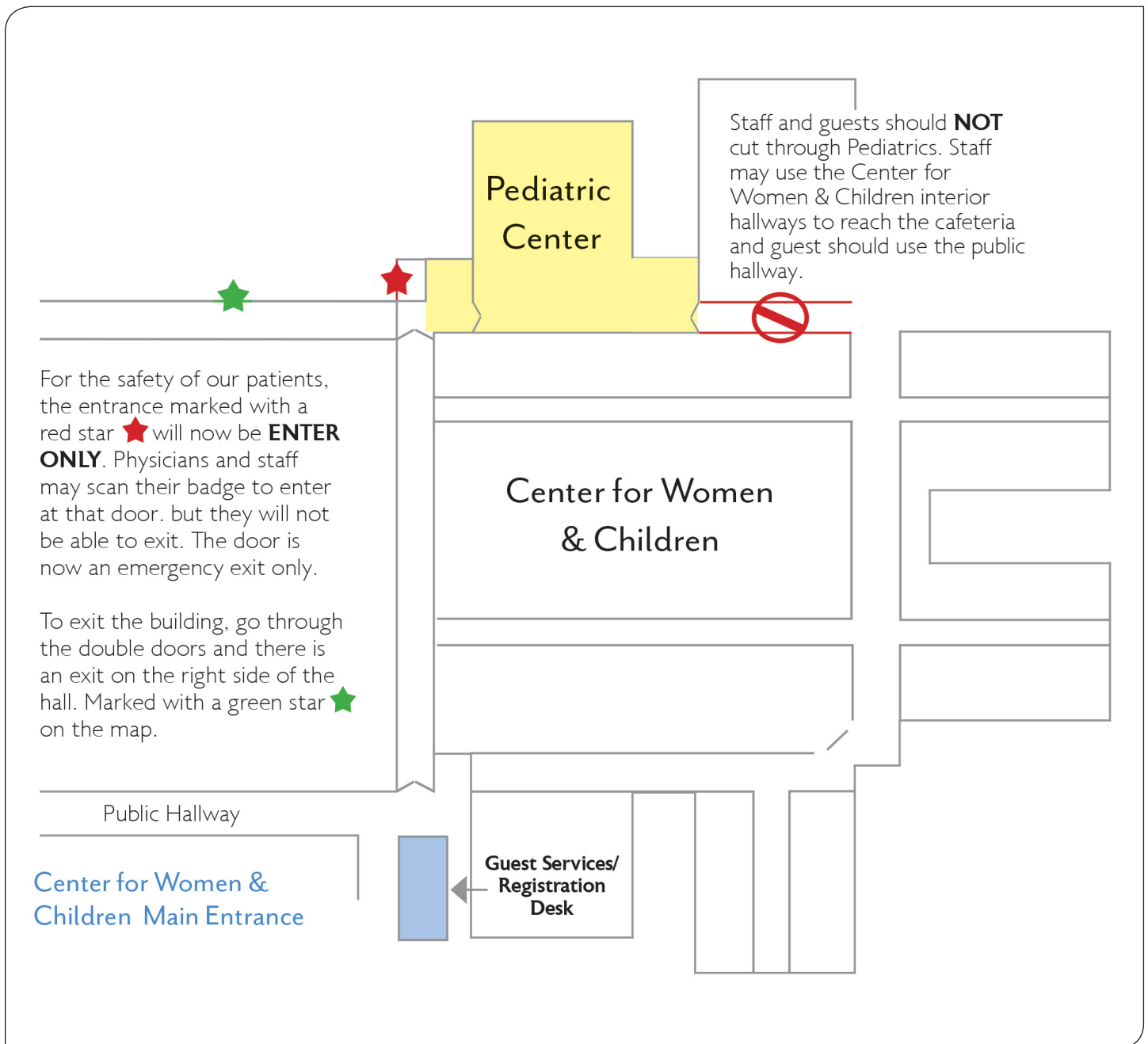
Pediatric Center has moved

Wednesday, July 18, the Pediatric Center relocated to its newly renovated space in the Franciscan Health Center for Women & Children.

For the safety of our Pediatric patients, the glass door at the back of the building (Entrance #32 across from the ambulance entrance) will now be ENTRANCE ONLY for physicians and staff. You will still be able to scan your badge to enter – but for the safety of the children in this area – the door will no longer be able to be used as an exit. The door will be locked down at all times and will only be able to open in an emergency after a 15 second delay. Staff that wish to exit the building in this area will need to go through the double doors and take the exit on the right side of the hall. There is a large red exit sign about 20 feet down the hall to mark the exit.

Please keep in mind when traveling throughout the hospital that the Pediatric Unit is a limited access unit. We ask that physicians and staff not cut through the Pediatric Center, but instead use the Center for Women & Children interior hallways to reach the cafeteria, LDRP pods or other areas of the hospital.

If you have any questions, please call the Pediatric department at (765) 502-4640. Their phone number will remain the same.



Franciscan Physician Network welcomes nurse practitioner to West Lafayette Pediatrics office

Franciscan Physician Network Pediatrics in West Lafayette welcomes Heather M. Rich, MSN, CPNP, AE-C, as a board certified pediatric nurse practitioner. Rich joins the practice of Jarod Cates, M.D.; Timothy Snyder, M.D.; and Sherry Franscoviak, MSN, CPNP-PC, IBCLC.

Rich received her master's degree from the pediatric nurse practitioner program at Indiana University School of Nursing. She has numerous years of nursing experience as a pediatric nurse at Franciscan Health and 10 years' experience in pediatric primary care at other area clinics. She is also a certified asthma educator through the National Asthma Education Certification Board. Rich treats children of all ages from birth through high school.

Franciscan Physician Network Pediatrics is accepting new patients at 915 Sagamore Parkway West in West Lafayette.

To make an appointment, please call (765) 463-5252.



**HEATHER M RICH,
MSN, CPNP, AE-C**

'Name the Tug' contest - Deadline is Aug. 31

FOOD AND NUTRITION SERVICES LAUNCHES 'NAME THE TUG' CONTEST

Franciscan Health needs your help naming our six new Tugs.

The Tugs deliver food from the kitchen at Franciscan Health Lafayette East to the nursing departments. Currently, they are called by their number 1 to 6 and that's just not very personal, we think they need a new name.

Please [CLICK HERE](#) to enter your name option.

Employees, physicians and volunteers may enter as many times as you want. Franciscan Health Management representatives will select the top six names and then notify the winners. Winners will receive a gift card good at any Western Indiana cafeteria or coffee shop.



New linen cleaning services vendor for Lafayette hospitals

Franciscan Health Lafayette hospitals are transitioning to a new vendor for linen cleaning services.

The new vendor is United Hospital Services, LLC (UHS) and the transition date is scheduled for Sept. 30, 2018.

In addition to the two Lafayette hospitals, other locations included in this transition to UHS are:

- Franciscan Health Screening in the 3920 Building
- Lafayette Urban Ministries
- Faith Hope & Love Cancer Center
- Franciscan Health Breast Diagnostic Center Lafayette in the Unity Medical Pavilion
- Outpatient Physical Therapy and Occupational Therapy

Stay tuned for more information in the near future regarding the transition to UHS including show and tell sessions giving staff the opportunity to see the new linens to be used.

LINEN COMMITTEE FORMATION

As part of this transition to UHS, Rick Bremer, Director of EVS, will be spearheading the development of a new linen committee. This team will be tasked with ensuring high quality linens are provided for our patients and care providers to support a healing, comforting and hospitable environment at our facilities.

The committee will be composed of a representative from the various medical units throughout the two Lafayette hospitals.

Come one and come all to the Employee Picnic

The Employee Picnic will be held on Saturday, Aug. 18 at Columbian Park in Lafayette. We look forward to celebrating our hard-working staff and their families. Join us and enjoy a variety of park attractions and great food.

WHO CAN COME?

- Franciscan Health employees and current volunteers in Western Indiana
- Franciscan Physician Network employees based in Western Indiana
- Members of the Franciscan Health Medical Staff
- Alverno Lab employees based in Western Indiana
- Franciscan Information Services employees based in Western Indiana

Employees will be given a minimum of two (2) free tickets for the event. Tickets for immediate family members will be available free of charge. An immediate family member is defined as a spouse, children, step-children or legal dependents. Extra tickets will be available for purchase the day of the picnic at the park.

REGISTRATION

You must pick up a fun pass before the Employee Picnic to attend.

- Pick up your fun passes in Human Resources between Aug. 1 and Aug. 17, 2018. (Lafayette, Crawfordsville and Rensselaer HR offices)
- Fun passes will be exchanged at event on Aug. 18 at the registration table outside of Tropicanoe for a wristband. The wristband will grant access to all of the offered activities.
- Limited rounding on offsite locations will be offered in Lafayette. Look for additional information to be posted on FRANC for when we will be in your area.

PARK ATTRACTIONS

Access to Tropicanoe Cove will be open from 10:30 a.m. until 8 p.m. While Tropicanoe Cove will still be open to the public throughout the day, we will have exclusive access both before and after pool hours. Picnic-goers will also have free, unlimited access to the Columbian Park Zoo, train rides, kiddie rides (under 42" tall) and playgrounds. Additionally, face painting, caricature artists, balloon artists, animal encounters and Kona Ice will be present for guests to enjoy.

FOOD

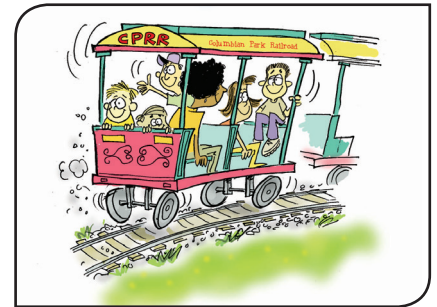
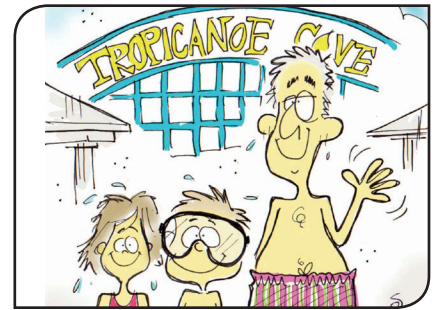
Food will be served from 11:30 a.m. to 6 p.m. The food lines and seating will be set up in the middle of all the picnic action. The menu includes Parrett's pulled pork, hot dogs and other traditional picnic side dishes. Pepsi beverages will also be included.

PARKING

Parking is available directly around Columbian Park.

FOR EMPLOYEES WORKING ON PICNIC DAY

A meal ticket for a free meal in the cafeteria will be given to staff members who work on Saturday, Aug. 18. Tickets will be given to leaders for distribution after the picnic.



Mission Moment

Importance in the process

The Security team is charged with many daily tasks. Some of these tasks are unforeseen and some are the routine. As much as we would like for the routine calls to make it a pleasant day, everyone knows that certain issues cause stress in many different ways.

Some stressful situations seem to be out of our control, but we make every effort to resolve their frustrations as calmly as possible.

Recently we attempted to help a former patient with a lost and found item.

Here is the short version and my point: The patient, while here had lost a very precious item that meant more to her than actually its value. First, we looked at our lost and found book where we log every item brought to us. And we searched everywhere she had been within the facility.

Sadly we called her the next day and she was just as sad as we were disappointed. The following day, items from a unit were brought to us. The item she was looking for was there. I happily called her to retrieve her precious item. Returning these items can really be a bright spot in your day.

The process:

The issue is the length of time it takes for the departments to get these to us so that we can match their call with what we have.

Please understand this simple process and how happy our patients will be to pick up their items that mean so much to them.

Bring these to us as quickly as you can, better yet, double check the closets and the rooms prior to discharge to ensure there are no items that belong to them in the rooms.

– Brad Day, Security Manager



BRAD DAY
SECURITY MANAGER

“Let us impress deeply upon our hearts the precious principle: To desire nothing, to refuse nothing.”

– MOTHER MARIA THERESIA BONZEL

Understanding the Military Experience:

PROVIDING CARE TO SERVICE MEMBERS, VETERANS AND THEIR FAMILIES

Service members and their families have made sacrifices for all of us. You can return the favor by helping them.

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is a training program that will help you better understand and serve veterans, service members and their families as clients. You can also join an online registry of providers that will help them find you!



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Upcoming Trainings

TIER ONE July 31, 2018

8–5 p.m.

Franciscan Health
Lafayette East
Room 3F4142
1701 South Creasy Lane
Lafayette, IN 47905

..... **For more information or to register, visit www.starproviders.org**



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Military Family Research Institute



Franciscan
HEALTH

ROCK THE CURE

A BENEFIT TO SUPPORT
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Ultimate
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September 7

THE
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TO PURCHASE TICKETS
WWW.LAFAYETTETHEATER.COM

Doors Open at 6:30pm

Concert Starts at 7pm

\$20

IN ADVANCE

Ages 18+

Drink Special

FOOD TRUCKS ON 6th STREET STARTING AT 5:30PM



THE LAFAYETTE THEATER 600 MAIN ST LAFAYETTE, IN 47901