

carenews

together we are transforming the future of health care

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“Right now, along with other health care organizations, we are facing a national shortage of nurses that has left many critically needed nursing positions across all of our hospitals and agencies vacant.”

Good day!

We have long talked about the imperative to control the cost of health care. This is why we are working to manage our labor expenses which account for approximately 62 percent of our costs. And, as a result of our Position Control process and our careful attention to our benchmarks, we have seen many favorable results in the past year. This work will continue as we grapple with the increasingly difficult financial environment and seek ways to increase our effectiveness and our efficiency.

Yet, make no mistake. The foundation of Care New England is the superb staff of each of our organizations. Recruitment and retention of the best and the brightest is the only way to sustain the excellence of our institutions.

Right now, along with other health care organizations, we are facing a national shortage of nurses that has left many critically needed nursing positions across all of our hospitals and agencies vacant. In fact, the need is acute in some clinical areas and in specific departments.

As a result, our Human Resources team has mounted a full court press to promote the benefits—both literal and figurative—of working for Care New England. A multifaceted recruitment campaign launched today and includes a Care New England Open House for Nursing to be held Tuesday, September 22nd, from 1 to 5 p.m. at the Crowne Plaza in Warwick. We are extending the invitation to all nurses registered in Rhode Island through an attractive postcard which will be mailed this week, giving all the opportunity to attend the event or the option to apply online and receive a personal call within two business days.



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In addition, the good news about nursing opportunities at Care New England will be delivered to professional circles through social media posts and paid placements on a number of media websites.

But, perhaps the best form of recruitment comes from within. We will be using the testimony of staff nurses and managers to describe the satisfaction of working within our hospitals and agencies. The interviews will be captured on video and shared broadly as part of the outreach.

Keep an eye on <http://carenewengland.org/jobs/nursing-opportunities.cfm> as we add videos during the campaign period.

Here's a chance for everyone to jump on the band wagon.

We are proud to offer a new Referral Bonus Program to all employees. We will be awarding a referral bonus of \$5,000 to current Care New England employees who refer a nurse from outside the system who is ultimately hired for one of the following RN positions:

- Nurse Case Managers at VNA of Care New England and Memorial Hospital of Rhode Island
- Operating Room Nurses at all operating units
- Emergency Department Nurses at all operating units
- Nurse Managers at all operating units
- Nurse Directors at all operating units

The referral bonus will be payable in separate checks as follows (assuming the new recruit remains employed): \$1,250 after six months, \$1,250 after 12 months, and \$2,500 after 24 months. Does it sound like we're serious about attracting qualified nurses to Care New England?

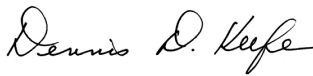
So, distinguishing ourselves from the competition, just what is it that we have to offer?

- Practice in a culture which places the highest values on accountability, caring and teamwork.
- A vision to transform health care that is inspired by grassroots commitment.
- Whether through employee surveys, At the Table lunches with the President and CEO, or engagement in shared governance or unit-based work groups, an opportunity to be heard.
- Investments in technology, quality improvement processes, creation of multi-facility work teams.
- Robust internal education programming offered at every operating unit.
- Employer match on retirement savings.
- Market competitive pay rates, salaries and benefits.

Refer your friends and associates to our Open House on the 22nd or encourage them to apply online at <http://carene.org/nursing-jobs!> You will benefit—and so will we!

Have a great week ahead!

Sincerely,



Dennis D. Keefe
President and Chief Executive Officer



Kamran Manzoor, MD, appointed to Memorial Hospital medical staff

Memorial Hospital recently appointed Kamran Manzoor, MD, to its medical staff in the department of pulmonary and critical care. Dr. Manzoor is a member of Affinity Physicians and will work out of Memorial Hospital.



Dr. Manzoor earned his medical degree from Nishtar Medical College, Multan, Pakistan. He completed his residency in internal medicine at Mount Sinai School of Medicine, NY at the James J. Peters VA Medical Center/Mount Sinai Medical Center. He also served as chief resident in his final year. Dr. Manzoor went on to complete a fellowship in pulmonary medicine from the University of Tennessee Medical Center, Knoxville, TN and a fellowship in critical care medicine from Dartmouth Hitchcock Medical Center, Lebanon, NH.

Dr. Manzoor is a member of the American College of Physicians, American Thoracic Society and American College of Chest Physicians. His clinical and research interests include: sepsis, endothelial dysfunction, inflammatory cell markers and ARDS. He is fluent in Urdu and Hindi.

Dr. Manzoor is accepting new patients. He can be reached at Memorial Hospital in the department of pulmonary, critical care and sleep medicine, 111 Brewster Street, Pawtucket, RI. The telephone number is (401) 729-2635.

Division of Urogynecology and Reconstructive Pelvic Surgery welcomes new physician

Nicole Korbly, MD, assistant professor (clinical) of obstetrics and gynecology at The Warren Alpert Medical School of Brown University, has joined the staff at Women & Infants' Division of Urogynecology and Reconstructive Pelvic Surgery.



Dr. Korbly is a graduate of the University of Massachusetts Medical School and completed her residency in obstetrics and gynecology and a fellowship in female pelvic medicine and reconstructive surgery at Women & Infants. Dr. Korbly is board-certified in obstetrics and gynecology and a fellow of the American Congress of Obstetricians and Gynecologists (ACOG) and the American Urogynecologic Society (AUGS).

"We are thrilled Dr. Korbly is joining our division. Her expertise in diagnosis and treatment of pelvic floor disorders along with her pre-existing connection with Women & Infants and Brown University, make her a perfect fit for our expanding division," said Dr. Deborah Myers, vice chair of the department of obstetrics and gynecology, director of the Division of Urogynecology and Reconstructive Pelvic Surgery, and professor of obstetrics and gynecology at the Alpert Medical School.

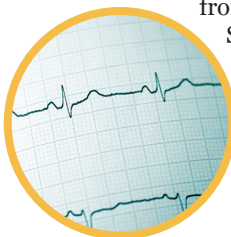
Dr. Korbly's research and clinical interests include outcomes of mid-urethral slings and patient understanding and perspectives of pelvic floor disorders. During her fellowship she was the recipient of the Society of Gynecologic Surgeon's Fellows Pelvic Research Network grant.

The Stroke Center at Kent holds support group

The Stroke Center at Kent Hospital will hold its monthly stroke support group on Wednesday, September 30th from 1 to 2:30 p.m. at the Trowbridge Building, located adjacent to Kent Hospital, in rooms 102/103. September's guest speaker will be Eileen Johnson, PhD, neuropsychologist, talking about "Brain Functioning and Stroke."

For more information please contact Susan Moore, RN, director, Kent Hospital/MHRI Stroke Program at (401) 737-7010, ext. 35510, or email SMoore@Kentri.org.

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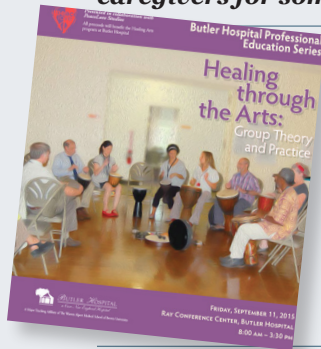


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Stroke is the leading cause of long-term disability in the United States. On average, someone suffers a stroke every 40 seconds; someone dies of a stroke every four minutes; and more than 795,000 people suffer a new or recurrent stroke each year.

For the latest information or any last minute cancellations or changes, please log onto <http://kenthospital.org> or our Facebook page.

All members of the community who have survived a stroke, are at risk of a stroke or are caregivers for someone who has undergone a stroke, are encouraged to attend.



Butler to host conference—Healing through the Arts—Group Theory and Practice

The benefits of using the arts to facilitate the healing process are well known. Engaging in the arts creates a positive, inclusive community which facilitates verbal and non-verbal communication through self-expression, enhances self-esteem, and reduces the stigma of illness. This conference, to be held on September 11th at Butler Hospital, will provide both a theoretical framework and experiential opportunities in a variety of art modalities with the goal of having attendees leave the day with the information and tools to develop new, or build upon existing Healing Arts programs in their respective settings. Learn more and register today: <http://bit.ly/2015HealingArts>

HealthPath services expand to Providence

Continuum Behavioral Health recently added Providence to its locations providing HealthPath services. In addition to the Cranston office at 75 Sockanosset Crossroad, HealthPath patients may now be seen at Continuum's One Randall Square office. HealthPath provides Blue Cross & Blue Shield of Rhode Island members who have experienced one or more instances of greater than outpatient level of psychiatric care in the last three years with intensive, community-based, coordinated services, care and support. It is a collaboration between Care New England, Butler Hospital, Continuum Behavioral Health and Blue Cross & Blue Shield of RI. For more information or to make a referral, please contact HealthPath at (401) 415-8868.



Care New England Employee Giving Campaign—The power of giving

Every one of us within the Care New England Health System—directly or indirectly—cares for others in our community.



And here's proof of the power of giving: From 2009 to 2013, employees at Butler, MHRI and WIH gave more than \$720,000 to the United Way, some of which was designated to the three hospitals. In addition, from 2012 to 2014 WIH employees gave nearly \$100,000 directly to the WIH employee campaign.

The Care New England Employee Giving Campaign, which starts September 9th, shows how deeply we care for our patients and families, our fellow employees and our neighbors.

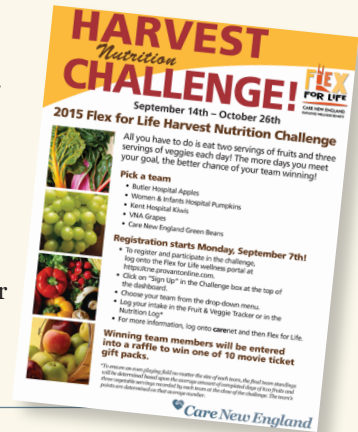
Partnering with the United Way creates easier pathways to giving. Designate your gift directly to a CNE operating unit, a United Way agency or to the Fund for Community Progress. Opt for payroll deduction, and watch your gift grow over time. In the coming weeks, you'll hear from fellow employees about why they give to Care New England. Join us and contribute to the campaign today. Giving when it is most needed is most appreciated. For more information or to make a gift, see <http://carenet/giving/cne>.



Flex for Life Harvest Nutrition Challenge

Join your teammates in our friendly six-week Flex For Life Harvest Nutrition Challenge. We are challenging you to eat and log two servings of fruits and three servings of vegetables per day for five days per week for a total of 30 completed days over the course of the challenge period. Every completed day will help your team towards earning first place!

The Flex For Life Harvest Nutrition Challenge begins September 14th and ends October 26th. Don't forget to eat and log two servings of fruits and three servings of vegetables per day! Flex for Life participants log into your health + wellness portal at <https://cne.provantonline.com> and Memorial Hospital participants log into the Daily Endorphin at <https://www.dailyendorphin.com/de/signup/join/group/2341/1baa42>.



Women & Infants postpones program for spring

The program "Update in Cardiology for the Primary Care Provider" that was to be held on September 12th at the Warwick Crowne Plaza, has been postponed until the springtime due to a number of logistic issues. We are in the process of choosing a new date in March. Any participant who has registered will receive a refund and will be contacted directly.

We apologize for the inconvenience. 

