

APRIL 15, 2019 | VOLUME 8 | ISSUE 61



Good afternoon!

Care New England is pleased to announce our new Physician Leadership Academy, an exciting and challenging opportunity intended to enhance physician leadership development within CNE through a program focused on the most common and complex issues facing the health care industry.

The inaugural class is set to commence this week and will be comprised of the following 12 physicians from across CNE: **Kevin Baill, MD; Adam Czynski, DO; Ana Fulton, MD; Chris Furey, MD; John Gelzhiser, MD; Amy Halt, MD; Erica Hardy, MD; Melissa Murphy, MD; Naveed Rana, MD; Roxanne Vrees, MD; Erika Werner, MD; and JoAnn Wilkinson, MD.**

Further investing in physician leaders will only serve to strengthen our system as a whole while creating a foundation of leadership for the future.

In addition to myself, the Physician Leadership Academy program directors are Chester Hedgepeth, III, MD, PhD, executive chief of cardiology, CNE; Maureen Phipps, MD, executive chief of obstetrics and gynecology, CNE, and chair, Department of Obstetrics and Gynecology, Brown University; and Raymond Powrie, MD, executive chief of medicine, CNE.

The 12-month leadership academy curriculum includes implementing quality improvement initiatives while focusing on containing cost, changing payer relationships, the influence of accountable care organizations on population health and health care financing, bundled payment initiatives, Medicare and Medicaid finance, market consolidation, disparities in health outcomes, and funding for medical education and research. Regional and national health care experts will participate as guest faculty presenters, while members of CNE's executive leadership team will also serve as session presenters. CNE's access to industry experts, combined with its clinical depth and rich array of nationally and regionally recognized clinicians, ensure academy participants are receiving the best possible training, while maintaining minimal costs to implement this educational opportunity.

In addition to the curriculum work, participants will be expected to participate in a significant team-based project currently underway or in development at CNE. Each participant will also be assigned an executive-level advisor who will work with them throughout the duration of the program.

At the culmination of this enriching and educational opportunity, participants will be expected to have gained a greater level of insight into their personal leadership approach, better understand health care finance and funding

continued >

ConvergenceRI
VIEW THIS WEEK'S EDITION HERE

< continued

mechanisms, have deeper knowledge of population health management and accountable care organizations, and understand aspects of hospital and medical group operations, among other health care-related expertise. This program is expected to help CNE develop emerging leaders and plan for continuity across leadership roles throughout CNE.

CNE is excited to be offering such an important training and development program for our physicians. Further investing in physician leaders will only serve to strengthen our system as a whole while creating a foundation of leadership for the future.

I also want to let you know that we will be holding another round of employee Town Halls this month. A meeting was held at Women & Infants last week, and here is the remaining schedule. Please feel free to attend whichever time is convenient.

Employee Town Halls	
Tuesday, April 16 2 p.m.	Kent Hospital, Doctors' Auditorium
Tuesday, April 16 3:30 p.m.	Butler Hospital, Ray Hall
Thursday, April 18 2:30 p.m.	Service Avenue, Building 2, Lunch Room
Friday, April 19 12 noon	CNEMG Primary Care & Specialty Services Building, Pawtucket
Monday, April 22 8:30 a.m.	The Providence Center, Community Room

Sincerely,



James E. Fanale, MD
President and Chief Executive Officer

CARE NEW ENGLAND

CNE programs ranked by *U.S. News and World Report*



In *U.S. News and World Report's* 2019 rankings, Care New England's Family Medicine Residency Program – Pawtucket was ranked 13th in the country, "a remarkable feat given the number and quality of residencies in this field," according to Jeffrey Borkan, MD, PhD, chief of family medicine at Care New England. Both of CNE's family medicine residencies – Kent Thundermist and Kent Pawtucket - had excellent matches, bringing 16 more physicians into primary care training. Of these, three are graduates of The Warren Alpert Medical School of Brown University, five are DOs, and 11 are MDs. An additional achievement was that 11 Brown medical students are entering family medicine this year, the second highest preference for a specialty in the Brown residency match.

In addition, the Department of Obstetrics and Gynecology at The Warren Alpert Medical School of Brown University and Women & Infants Hospital was ranked 12th in *U.S. News & World Report's Best Medical Schools* specialty rankings.

"It is once again an honor to know that others recognize our commitment to positively impacting the health of our patients and our community, to finding new breakthroughs, and to training the next generation of women's health providers," said Maureen G. Phipps, MD, MPH, chair and Chace-Joukowsky Professor of Obstetrics and Gynecology and chief of obstetrics and gynecology for Women & Infants Hospital and Care New England.

continued >

Providence Safe Stations connects individuals with treatment and recovery services 24/7



Pictured left to right: Dennis Bailer, peer recovery specialist at Anchor; Sarah Edwards, peer recovery specialist at Anchor; and Zach Kenyon, Providence EMS rescue chief.

Providence Safe Stations, introduced in January 2018, is designed to connect opioid-dependent individuals with treatment and recovery services. The Providence Safe Stations program is a partnership between the City of Providence's Fire Department and The Providence Center's Anchor Recovery, with support and leadership from the RI Department of Behavioral Healthcare, Developmental Disabilities and Hospitals, the RI Department of Health, and hospitals across the state. Aligned with the state of Rhode Island's Overdose Prevention Action Plan, its mission is to address the overdose epidemic in Providence by providing hassle-free and immediate access to supportive services, 24 hours a day, seven days a week at any of the city's 12 fire stations.

Providence EMS rescue chief Zach Kenyon of Providence's Washington Street station explains, "If you have an addiction problem and know you're ready for help, you can stop by the station, any time. Simply ring our doorbell and we will bring you inside, welcome you, take your vital signs, and connect you with a treatment and recovery center that best fits your needs. Those living with substance use disorders may not be aware of the resources available to them or have the ability to access them. By providing this program, we are able to break down the barriers, allowing them access to critical support services when and where they need them."

Sarah Edwards, peer recovery specialist at Anchor Recovery, further explains, "Tomorrow is never guaranteed. Having a program in place that immediately allows access to this care greatly improves the chances for a successful outcome. Having the support and guidance from someone who understands, and has experienced what an individual in need of help is going through, is also a great resource in assisting with long-term recovery."

For more information about Providence Safe Stations, visit pvdsafestations.com. To learn more about Anchor Recovery, visit anchorrecovery.org.

Care New England awarded grant for Real Jobs RI partnership



Governor Gina M. Raimondo and the Rhode Island Department of Labor and Training announced that Care New England has been awarded one of 12 new partnerships and an implementation grant to expand the Real Jobs RI program. CNE and the others will join an expansive network of strategic, employer-led, industry partnerships that develop customized workforce solutions to address the unique workforce challenges of Rhode Island's high-demand and high-wage industries and expand opportunities for Rhode Islanders.

As a result of Rhode Island's aging population and an increasingly strained health care system, the Institute of Medicine has proposed an increase in the proportion of nurses holding a bachelor's degree from 50 to 80 percent by 2020. Care New England is committed to the 80/20 plan for BSNs in its workforce and, with the support of Real Jobs RI, Care New England Career Advancement will provide nurses the option to pursue a face-to-face curriculum or an online curriculum to earn the BSN degree.

"Care New England is enormously proud to be part of the Real Jobs RI initiative, particularly given the connection between advanced training for nurses and better patient outcomes," said Tish Devaney, senior vice president of human resources at Care New England. "Nurses have assumed a pivotal role in all aspects of today's health care system, and need to be well-rounded with comprehensive education to practice across a variety of inpatient and outpatient settings, and ultimately advance into management positions. The expertise gained through completion of an advanced nursing degree builds clinical skills as well as critical thinking, leadership, case management, health promotion, and more. Real Jobs RI is a tremendous workforce development platform that will ultimately benefit health care consumers statewide, and we're excited to participate in this program as part of Care New England's system-wide strategy around career advancement."

continued >

< continued

Real Jobs RI is a state and federally funded, competitive workforce and economic development grant program launched by the Governor in 2015. To date, Real Jobs RI partnerships have developed workforce solutions for nearly 800 local employers, connected 2,913 Rhode Islanders to employment, and upskilled more than 2,845 incumbent workers and entrepreneurs.

"Real Jobs Rhode Island has served almost 6,000 Rhode Islanders, helping them get the skills they need to compete in a rapidly-changing economy," said Governor Gina M. Raimondo. "Our employer-centered model allows Rhode Island employers to directly train future employees for good-paying jobs and is a critical element of our success. I'm thrilled that we're continuing to grow Real Jobs, and I'm confident that these 12 new partnerships in high-demand fields will open doors for hardworking Rhode Islanders."

BUTLER HOSPITAL

Butler Hospital researcher publishes first evidence of impulsive behavior in nonsuicidal self-injury



Are young adults who harm themselves more at risk for suicide? New research suggests there could be a connection under specific conditions associated with negative emotions. Kenneth J.D. Allen, PhD, a postdoctoral research fellow in the Psychosocial Research Program at Butler Hospital and the Department of Psychiatry and Human Behavior at The Warren Alpert Medical School of Brown University, recently published several articles related to this important topic. His research suggests that nonsuicidal injury (NSSI), when people harm themselves without wanting to die, is associated with impulsive behavior, but only under specific conditions associated with negative emotions. Importantly, this research also identifies potential areas of treatment for a select group of individuals deemed as high-risk for suicide attempts.

"People who self-injure, both more frequently and more recently, also make more impulsive choices when experiencing distress than those who self-injure less frequently and/or less recently," said Dr. Allen. "Importantly, this suggests the response to actual, perceived, or even self-criticism may be a promising treatment target, particularly for those at highest risk of future suicide attempts." Common examples of NSSI include cutting, burning, or hitting oneself. NSSI is common, especially among adolescents and young adults, even those without any diagnosable psychiatric conditions. While NSSI occurs without the intent of suicide, it is also one of the strongest predictors of future attempted suicide, so determining shared and distinct factors involved in nonsuicidal and suicidal forms of self-injury is critical. To read the full press release [click here](#).

KENT HOSPITAL

Kent Hospital's rehabilitation program and laboratory achieve accreditation

Kent has recently earned accreditation from the [Commission on Accreditation of Rehabilitation Facilities](#) (CARF), the [College of American Pathologists](#) (CAP), and AABB (formerly known as the [American Association of Blood Banks](#)).

The Rehabilitation Center at Kent has received CARF accreditation based on a survey of the hospital's adult rehabilitation program, amputation specialty program, and stroke specialty program. According to CARF, this achievement is an indication of an organization's dedication and commitment to improving the quality of lives of the persons served.

The Department of Pathology & Laboratory Medicine at Kent has been accredited by the CAP Laboratory Accreditation Program, which the federal government recognizes as being equal to or more stringent than the government's own inspection program. During the CAP accreditation process, designed to ensure the highest standard of care for all laboratory patients, inspectors examine the laboratory's records, standard operating procedures, and quality control of procedures for the preceding two years. CAP inspectors also examine laboratory staff qualifications, equipment, facilities, safety program and record, and overall management.

The department has also been granted AABB accreditation for its transfusion service. Accreditation for AABB follows an intensive on-site assessment by specially trained AABB assessors and establishes that the level of technical and administrative performance within the facility meets or exceeds standards set by AABB. By successfully meeting those requirements, Kent joins similar facilities throughout the U.S. and around the world that also have earned AABB accreditation.

continued >

Emergency Department nurse recognized at Women & Infants Hospital



Women & Infants Hospital recently presented Cranston resident Angela Pontikes, RN, a registered nurse in the [Emergency Department](#), with the DAISY Award. The award is part of the DAISY Foundation's program to recognize the above and beyond efforts performed by nurses every day.

In nominating Angela, Molly Hanlon, RN, assistant nurse manager at Women & Infants, wrote, "Every person who comes into contact with Angela during their visit leaves knowing that there is one more person in this world who genuinely cares about their well-being. While providing exceptional care to every patient, she manages to listen to the patient and their family in order to make sure all of their needs are met before they leave. A specific example of her immense capacity for caring is when she recently had a patient admitted to the Women's Progressive Care Unit who, after bonding over a few visits...she visited every day that she was here until the patient was transferred to Rhode Island Hospital (RIH)...Angela then bought four coffees and used her break every day to go to RIH and check in on the family. Her time caring for them was long over but she continued to care for their emotional needs despite the fact that they were no longer at Women & Infants. Once a patient has had Angela as their nurse, they will always remember her name."

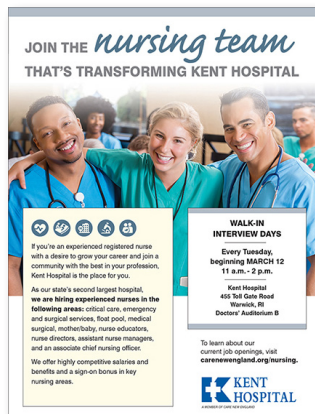
Angela has been a nurse at Women & Infants since March 1987.

The not-for-profit DAISY Foundation is based in Glen Ellen, CA, and was established by family members in memory of J. Patrick Barnes. Patrick died at the age of 33 in late 1999 from complications of Idiopathic Thrombocytopenic Purpura (ITP), a little known but not uncommon auto-immune disease. The care Patrick and his family received from nurses while he was ill inspired this unique means of thanking nurses for making a profound difference in the lives of their patients and patient families.

Said Bonnie Barnes, president and co-founder of the DAISY foundation, "When Patrick was critically ill, our family experienced first-hand the remarkable skill and care nurses provide patients every day and night. Yet these unsung heroes are seldom recognized for the super-human work they do. The kind of work the nurses at Women & Infants Hospital are called on to do every day epitomizes the purpose of The DAISY Award."

To nominate an extraordinary nurse who works at any Women & Infants affiliated locations or the main hospital, submit an application online at womenandinfants.org/daisy-award. Fellow providers and patients may nominate a nurse for the award. Kent nurses can also be nominated for a DAISY Award by filling out the online application at kentri.org/daisy-award.

Nurse recruitment at Kent Hospital



Kent has launched an exciting new recruitment effort aimed at attracting qualified nurses to an array of nursing positions throughout the hospital. So far, approximately 20 offers have been extended. We are pleased to offer an enhanced employee referral bonus program in conjunction with this outreach. With this new program, qualified staff will receive \$7,500 paid over three installments of \$2,500 each at the new hire's three, six, and 12-month employment milestones.

This incentive applies to staff who successfully refer benefit-eligible nurses hired in the following areas: emergency services, nurse educators, mother/baby, and cardiac cath lab in addition to acute care float pool, nurse director of women's care, assistant nurse managers, and an assistant chief nursing officer.

We are also now hiring in the following clinical areas: EKG technician II, registered echocardiographers, ultrasonographers, nuclear medicine technicians, medical technologists/medical lab technicians, phlebotomists, clinical social workers, and sterilization technicians.

Kent Hospital will be hosting walk-in interviews on Tuesday, April 16 from 11 a.m. to 2 p.m. and on Tuesday, April 23 from 4 to 7 p.m. in Doctors' Auditorium B. There will be an opportunity to meet with recruiters, have an on-the-spot interview, and learn much more about the nursing positions at Kent.

continued >

< continued

It can be challenging to find staff to fill these positions. We hope you will serve as hospital ambassadors and draw from your personal talent pool of friends, professional contacts, and others whom you believe have what it takes to join Kent and be a part of our energized and focused team concentrating on clinical excellence, quality and safety, professional development and education, collaboration and teamwork. If you have any questions, please stop by HR. To learn about our current job openings in nursing, visit carenewengland.org/nursing, for other clinical job openings, visit carenewengland.org/careers.

VNA

National Health Care Decisions Day | Tuesday, April 16

Tuesday, April 16 is National Health Care Decisions Day. Now that you have prepared your taxes, it is time to review your health care decisions. In an effort to educate, inspire, and empower the public about the importance of advance care planning, we are posing the question, "Who would **you** trust to speak on your behalf if you were not able to do so?"

Terry Rochon, director of advanced illness management at the VNA of Care New England, states "Advance care planning begins with conversations. These conversations help loved ones and health care providers know your plan if you are ever facing a medical or health-related crisis. Although it may be uncomfortable or unpleasant, asking difficult questions ahead of time will ease the stress of decision-making when the time comes."

The next step is completing a Durable Power of Attorney for Health Care Form to assure your wishes are followed if you are not able to make decisions for yourself.

This allows you to plan, and make certain your end-of-life wishes are followed in the event that you are unable to communicate. Once the form is completed, two people, or one notary public, must witness your signature to render it a legal document. Copies of the form should be given to your primary care provider, as well as the person you've designated as your Durable Power of Attorney.

As health care providers, we lead by example. Let's set the same standard regarding our own end-of-life plans, as we would advise our patients. After all, the only two things that are certain in life are death and taxes.

CARE NEW ENGLAND

Nominate a CNE MVP! | Deadline is Wednesday, April 24

Do you know someone who works in a CNE corporate department and displays the CNE ACT Values on a daily basis? Nominate them for the Care New England Most Valuable Player Award! The CNE MVP Award annually recognizes and rewards one employee from a Care New England corporate department who has consistently demonstrated the CNE ACT Values listed below.

Accountability

- Set clear expectations and provide timely feedback and follow-through.
- Do what you say you're going to do - and be fair about it.
- Take ownership of your responsibilities.

Caring

- Acknowledge and respond to the needs and challenges of every person.
- Create an environment that encourages respect and appreciation.
- Offer support, information, and hope.

Teamwork

- Listen and value each person's voice.
- Ask "how can I help?"
- Support the work of each team and each team member.

For nomination form and guidelines, please email Lindsay Scardino at lscardino@carene.org. Once the form is completed please send to Lindsay Scardino by Wednesday, April 24 by e-mail at lscardino@carene.org, by fax at (401) 919-5776, or by interoffice mail to CNE HR at 4 Richmond Square, Suite 400.

The winner will be recognized at the CNE Employee Recognition Reception on Wednesday, May 15 and receive a great prize as well as an extra PTO day!

continued >

Updates in Inpatient & Outpatient Management of Diabetes Thursday, April 25 | 5 to 7 p.m. | Doctors' Auditorium A&B



Kent Hospital is hosting the William E. McKenney, Jr., MD Conference "Updates in Inpatient & Outpatient Management of Diabetes" on Thursday, April 25 from 5 to 7 p.m. in Doctors' Auditoriums A & B. Speakers are Kenneth K. Chen, MD, director of the Division of Obstetric and Consultative Medicine and staff endocrinologist at Women & Infants Hospital, and assistant professor of medicine and ob/gyn at The Warren Alpert Medical School of Brown University; and Lauren Talbert, RD, CSO, LDN, registered dietitian in the Department of Medicine at Women & Infants Hospital.

Upon completion of this conference, participants should be able to:

- Review the current pharmacological treatment options available for patients with diabetes.
- Review the current guidelines for perioperative glucose management.
- Explain four nutrition goals to promote optimal glucose control and identify three trending topics related to nutrition and diabetes.

The event is free, but registration is required and seating is limited. Complimentary dinner will be served at 5 p.m. To register, email Judith Gould at JDGould@CareNE.org by Friday, April 19.

Care New England Wellness Center: Diabetes Outpatient Education Five-Week Session | Every Thursday, April 25 through May 23, 2019 10 a.m. to 12 noon and 6 to 8 p.m.

The CNE Wellness Center is presenting a five-week session on Diabetes Outpatient Education. This session will offer tools to develop the knowledge and skills necessary to manage your diabetes effectively and decrease the likelihood of complications. You must call to register and a physician's prescription is required. Please check with your individual insurance provider for coverage information, private diabetes counseling is also available by appointment. The Care New England Wellness Center is located at 2191 Post Road, Warwick, RI 02886. Please call (401) 732-3066 for more information.

It's time to March for Babies | Saturday, April 27

Women & Infants is sponsoring this year's Rhode Island March for Babies, to be held on Saturday, April 27 at 10 a.m. (registration at 9 a.m.) at Colt State Park in Bristol. Whether this is your first walk or your 40th, you are going to love the fresh look and feel of March for Babies as you make a difference for moms and babies worldwide. Register to walk [here](#).

Kent Hospital and Rotary Club of Warwick to host May Breakfast Friday, May 3 | 7 to 9:30 a.m.



Kent Hospital is partnering with the Rotary Club of Warwick to host a traditional May Breakfast. The proceeds will benefit Rotary Charities, including the Kent Employee Emergency Program (K.E.E.P.). The breakfast will be held on Friday, May 3 from 7 to 9:30 a.m. at Kent. This year's May Breakfast includes scrambled eggs, bacon, sausage, home fries, French toast, a granola station, and hot and cold beverages. Vegetarian options are also available. Tickets for the breakfast may be purchased at the door for \$8 per person (\$4 for Kent Hospital staff), or in advance from the Central Rhode Island Chamber of Commerce, Greenwood Credit Union, the Warwick Beacon office located at 1944 Warwick Avenue, Warwick, or a Warwick Rotary Club member.

continued >

Kent Hospital hosts annual skin screening | Wednesday, May 8 | 6 to 7:30 p.m.



To assist the public in spotting potential skin cancers, Kent Hospital is offering a free skin screening on **Wednesday, May 8, from 6 to 7:30 p.m. at the Breast Health Center at Kent, 455 Toll Gate Road, Warwick** (located to the left of the hospital's Emergency Department). Screenings will be provided by dermatologist Ellen Frankel, MD, and her physician assistant. There is no fee for the initial screening.

The program is sponsored by Kent Hospital's cancer program and supported by the American Academy of Dermatology. Registration is required by Friday, May 3. To register please call (401) 737-7010, extension 31864, or email lmillerick@kentri.org, and provide your full name and phone number.