

# EMPLOYEE ROUNDS

News for Employees from Employees



Bridgton Hospital Central Maine Medical Center Rumford Hospital

Our mission is to provide exceptional healthcare services in a safe and trustful environment through the expertise, commitment and compassion of our family of caregivers

November 24, 2010

## In Gratitude

During this season of thanks, we  
Maine Healthcare community  
for aspects of their work at  
expressions of some of our



Volume 9 • Number 11

asked members of the Central  
to submit notes of gratitude  
CMH. Here are the heartfelt  
colleagues.

*What makes me thankful in my work at CMMC is the respect, the dignity, the acceptance and support we give each other, day in and day out. I experience an environment of trust and belief in the inherent worth of each individual. We gain strength and encouragement to do our best in genuine group effort towards the common goal of caring for each and every patient, and as a result, in taking care of each other, too. The focus is not on who did something wrong, but how we can improve, personally and professionally, for a better outcome now and in the future. Now that is real teamwork and success.*

- **Bruce Kenney, DO, Family Medicine Residency**

*This is a particularly appropriate time of year to reflect on all that I have to be grateful for – all the time and effort that Rumford Hospital staff members donate to charitable causes and community events sponsored by the hospital. For our recent first-ever Diabetes Fair, I am grateful to the members of the planning committee and to the staff who gave up their Saturday to welcome our fair guests. Just before that we celebrated our third Western and Central Maine Heart Walk's satellite walk in Rumford. The RH team was the highest fundraiser of the entire region. I appreciate the hospital employees and friends from other local organizations who planned and participated in the walk. All the organizers, bikers, walkers, and fundraisers who support the March for Babies, the Relay for Life, the Trek Across Maine, and the Dempsey Challenge have my deep appreciation for showing our community that Rumford Hospital cares.*

*I am grateful for all the people who donate their time and expertise to Heart-to-Heart, Therapy Services presentations, speaking to local groups such as Rotary, and other less-heralded educational opportunities.*

*Finally, I'm grateful for the many staff members who give to our Annual Appeal every year. I deeply appreciate not just the dollars that their gifts add to the Capital Expenditure Fund, but also their demonstration to the community of their belief in this hospital*

- **John Welsh, President, Rumford Hospital**

*As I consider my job this Thanksgiving, I would say that I am most grateful for the resident physicians I get to work with. We are in our Interview Season at the residency. Each week we host 8 medical students from around the country who are considering furthering their careers and training in Family Medicine at CMMC. When they consider where they go, they are not thinking about money or benefits primarily. They want to know where they can learn the most, where they will be challenged, where they will be nurtured, where they will be valued.*

*The answer to each of those questions is: CMMC. And the residents we have embody that spirit. They are "limited" to working 80 hours/week; they work in all corners of the hospital and still care for their panel of outpatients with dedication and appreciation. They challenge us with questions, they teach us as they educate themselves, and they are a joy to be around. They are, quite simply, a really fun group of people that I am grateful to work with and honored to teach.*

- **Bethany Picker, MD, Family Medicine Residency**

*Over the years my specialty of vascular surgery has become more complex, the patients older and sicker, and the length of hospitalization much shorter. To achieve excellent results and outcomes is only possible by working as a coordinated team of staff, nurses, anesthesia personnel, and hospital employees who all share the same goals of patient safety, comfort, and success.*

*Surgical judgment is defined by how well the patient is served. In our search for perfection in the heart, vascular, and surgical patients I feel that the coordinated team approach at CMHVI/CMMC has improved surgical outcomes, patient safety, and patient satisfaction.*

*As healthcare providers we should all be very proud of CMHVI/CMMC and the fact that an entire region in central Maine entrusts us with their lives and their families' needs.*

- **Allan M. Ingraham, MD., Central Maine Heart and Vascular Institute**

*I am writing to express my gratitude and pride for how we have been able to pull together as a group to offer inpatient coverage to the Family Practice group for next week. One of our providers' LOA has represented significant operational challenges to the office and additional strain on Family Practice providers and support staff to continue our standard of safe and effective patient care. This has been a marathon, and I am proud to work with a group that recognizes the need to provide a reprieve and protect family time for Family Practice over the holiday week.*

*My heartfelt thank you to all who have contributed to this and all other efforts. Nancy Wright and Julie Wilson have been instrumental these past few weeks, and I thank both of you. Tami Kelley, Donna Durgin and others are working diligently to provide support to the practices and, breaking new ground; providers from Lewiston have stepped up in our time of need.*

- **Lisa Kleinert, MD, NCPG-Internal Medicine**



Quality



Customer Service



People



Growth



Finance



Community



## *Patriots Among Us*

Caleb Stearns, an OR Surgical Technologist at CMMC and Army reservist, is currently serving in Iraq. Though far from the familiar operating room in Lewiston, Caleb goes to work each day knowing he is supported by his employer and co-workers back home.

Caleb wanted to recognize CMMC for its support of service members employed here, so he contacted an organization called the Employer Support of the Guard and Reserve (ESGR) and nominated CMMC for a Patriot Award. ESGR presents this award to employers that practice leadership and personnel policies that support employee participation in the Guard and Reserve.

“Central Maine Medical Center is highly supportive of my membership in the Reserve,” said Caleb. He told ESGR that CMMC outwardly recognizes his service and creates an environment that allows him to openly discuss his service with his fellow employees. “I feel very fortunate to have an employer that truly cares about my military obligations and makes me feel good about my service to our nation.”

ESGR selected CMMC for the award which was presented at a recent Androscoggin Chamber of Commerce gathering. Standing in for Caleb to represent CMH soldiers and sailors was Shawn Donald, a Nursing Supervisor. Shawn, an Air Force reservist, knows herself what it’s like to be deployed, having served two overseas tours.

“It’s a real honor to receive this award,” said CMMC President Laird Covey who accepted the award on behalf of the employees of the hospital. “It’s very rewarding to see how the entire Central Maine Medical family pulls together to support our guardsmen, reservists and their families as they fulfill their military commitment.”

## *Tender Care Volunteer Program*

17 CMMC Volunteers were trained on November 3 to be the first group of Tender Care volunteers. Tender Care volunteers provide support to seriously ill patients who are in need of companionship at the bedside. This could be to soothe a confused patient or to hold the hand of a dying person. Some patients may not have family or friends who live nearby. A tender care volunteer presence provides the gift of respect and dignity to our patients.

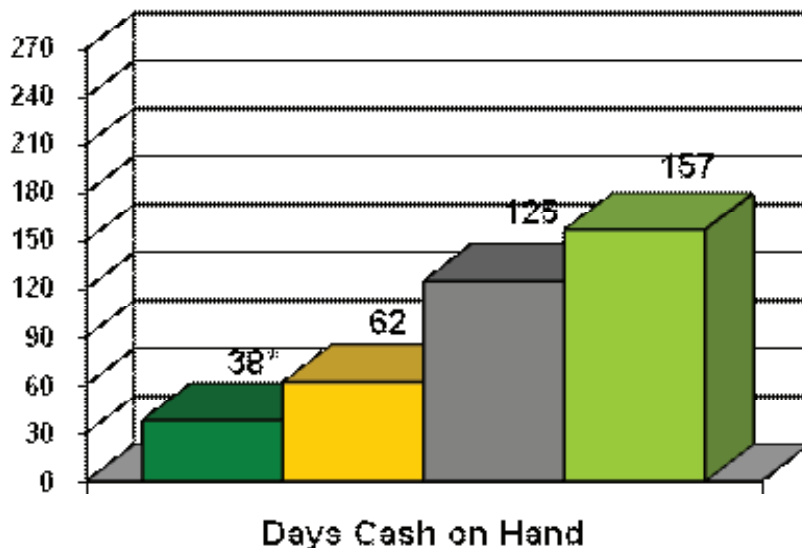
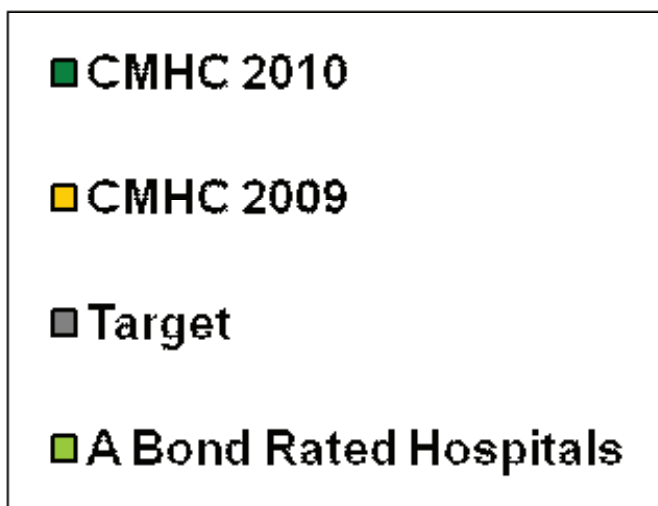
The training was a collaboration of our local Androscoggin Home Care & Hospice Team and CMMC’s Palliative Care Department. The agenda included presentations about the history and philosophy of palliative care; adult disease processes; spirituality in serious illness; family dynamics; a vigil volunteer panel; grief, loss and bereavement; and dementia and delirium. It was a wonderful day of great learning for everyone, and calls for the Tender Care Volunteers are already coming in.

Nursing units have a roster of all of our trained Tender Care volunteers and can either call them directly or call the Volunteer Office to request a volunteer for a patient.

Many thanks to Jackie Fournier, NP from our Palliative Care program and Kathy Baillargeon, Volunteer Coordinator at Androscoggin Home Care & Hospice.

# Finance Update

By Matthew Cox, CFO



\*Days Cash on Hand would be 97 days if all third-party settlements (mostly MaineCare) were collected.

Over the past three months there has been quite a bit of discussion around the fact that Central Maine Healthcare (CMH) has low levels of cash. This is a true statement. However, what does it mean and how does it impact what we do? I would like to share a few of my thoughts...

What is Days Cash on Hand? Days Cash on Hand is the number of days CMH could continue to operate without collecting any cash. As shown in the graph above CMH could operate 38 days without collecting any cash from anyone. Days Cash on Hand is down from 62 days a year ago and significantly lower than “A Bond Rated” hospitals (Medium credit-quality investment grade organizations). Additionally, if CMH were paid all of its third-party settlements (mostly from MaineCare), Days Cash on Hand would be at 97 days as of October 31, 2010.

Why do we care what our Days Cash on Hand is? Days Cash on Hand is a factor of financial stability, as is operating margin, total margin, debt to equity and other financial indicators. Having strong Days Cash on Hand allows us to make investments in people, equipment, and facilities. Having strong Days Cash on Hand makes it easier to weather tough times like we are going through right now. If we had

zero Days Cash on Hand it would be extremely difficult to borrow money to improve our facilities or buy equipment. In healthcare you have to have money to borrow money.

How do we increase our Days Cash on Hand? The answer is simple (but not as easy to do). We need to take in more cash than we pay out. We do this by managing cash outflow (expenses) by eliminating waste, doing standard work, maximizing the use of benchmarking, etc. We also want to manage our cash inflow by expanding our profitable services to help offset those services we provide that are essential, but not profitable. In addition to managing our operations so that our cash inflow exceeds our cash outflow, resolving the outstanding MaineCare debt issue is very important to returning our Days Cash on Hand to an acceptable level, and we continue to work hard on this front.

While the level of Days Cash on Hand at CMHC is worrisome, we should not view it as a crisis. The work we have been doing in recent months to turn around our financial performance will help to ensure that we improve from where we are at today. Having Days Cash on Hand at 125 is a good target for Central Maine Healthcare and one I believe we will attain and maintain over the next few years.

## Dempsey Challenge Registration

A discounted registration for the third annual Dempsey Challenge presented by Amgen will be available from December 1 - 31 through the event website: [www.dempseychallenge.org](http://www.dempseychallenge.org).

Throughout the month, participants will have an opportunity to save \$10 on standard registration fees, which will resume when registration reopens on March 1. The 2011 Dempsey Challenge is scheduled for Oct. 8 and 9 in Lewiston, Maine.

Registration fees remain unchanged from previous years:

5K or 10K run/walk: \$35 (\$25, Dec. 1 - 31)

Cycling: \$75 (\$65, Dec. 1 - 31)

Both events: \$100 (\$90, Dec. 1 - 31)

“We can all use a break during the holidays,” said Event Manager, Wendy Tardif. “This is a small way of saying thank you for the tremendous support the Challenge has received over the past two years.”

The 5K and 10K run/walk will take place on Oct. 8 followed by cycling rides on Oct. 9. Cyclists will have a choice between five distances consisting of 10-, 25-, 50-, 100- and a new 70-mile ride. Participation will be capped at 6,500 for the weekend, 4,000 Oct. 8 and 2,500 Oct. 9.

The \$150 fundraising minimum will remain intact for participants 18 years and over. There will be no fundraising requirement for participants under 18.

The Challenge serves as the primary fundraising vehicle for The Patrick Dempsey Center for Cancer Hope & Healing at Central Maine Medical Center. The Dempsey Center, founded by actor Patrick Dempsey in 2008, provides free support, education and wellness services to cancer patients, survivors and caregivers.

The 2010 Dempsey Challenge attracted 4,177 participants from 38 states and five countries, employed over 800 volunteers and raised over \$1.1 million for the Dempsey Center. Patrick Dempsey was a major part of the weekend festivities and participated in the 50-mile ride alongside professional cyclists Levi Leipheimer, Chris Horner and Kevin Livingston.

For more information, log on to [www.dempseychallenge.org](http://www.dempseychallenge.org).



Runners and walkers begin the 5-kilometer event during the second annual Dempsey Challenge presented by Amgen on Oct. 2, 2010 in Lewiston, Maine. (Tim MacLeod photo)



## Dempsey Center receives funding for SuperSibs!

The Patrick Dempsey Center for Cancer Hope & Healing at Central Maine Medical Center was voted one of the top 20 organizations in the country to receive LIVESTRONG Community Impact Project funding.

Over a two-week period, more than 260,000 online votes were cast for 179 hospitals, cancer centers and community organizations in eight regions across the United States.

The \$10,000 award will be used to implement the SuperSibs! program, which provides ongoing, targeted support to an underserved and often unrecognized cancer survivor population: siblings of children with cancer. SuperSibs! ensures that these children, the “shadow survivors,” do not feel alone, insignificant or forgotten, and can face the future with strength, courage and hope.

SuperSibs! will be an integral part of the Dempsey Center’s Healing Tree Children’s Program, led by Children’s Program Coordinator Tookie Bright.

“I’m thrilled and honored we have received this gift,” said Bright. “The SuperSibs program allows us to serve even more children and provide quality care for families affected by cancer.”

Since its inception in 1997, LIVESTRONG has invested more than \$68 million in community-centered organizations.

## From Bridgton...

### *Growth, Enthusiasm, Motivation and Spirit Recognized at Bridgton Hospital*

On Thursday, November 4, Bridgton Hospital recognized five employees for their commitment to patient care excellence through an employee recognition program entitled GEMS (Growth, Enthusiasm, Motivation and Spirit). The GEMS awards were presented to Lisa Charette, RN, Diamond Level; Laurie Dougherty RN, Ruby Level; Paula Cox, Ruby Level; Joanne McLaughlin RN, Ruby Level; and Lori Stacy RN, Ruby Level.

The GEMS Program, offered system-wide, has five major objectives: improve the quality of patient care and customer service, honor the clinical disciplines from novice to expert, provide a sustainable recognition and reward program, provide a process of recognition with clear, measurable and attainable criteria, and promote the retention and recruitment of highly motivated professionals committed to excellence.

Bobbi Cribby RN, Clinical Practice Director, provided information about the history of the GEMS Program and outlined the goals of recognition with the GEMS Program.

Department managers Donna Joyce, RN and First Assistant in Surgical Services, Jill Rollins, RN, of the Inpatient and Emergency departments, and June Gabriel from Plant Operations presented the GEMS certificates, award lapel pins and bouquets:

The afternoon event concluded with David Frum, President, Bridgton Hospital, acknowledging the incredible dedication and energy of the awardees and thanking them for their commitment. Ms. Cribby reminded Bridgton Hospital and Bridgton Hospital Physician Group employees to consider applying for GEMS status in the years ahead. Bridgton Hospital staff is well known for their dedication to patient care, commitment to customer service and community involvement - all traits of a GEMS honoree.



(left to right) Bridgton Hospital GEMS Recognition Presentation Nov. 4, 2010, Joanne McLaughlin, RN, Lori Stacy RN, , David Frum, President, Laurie Dougherty RN, Lisa Charette, RN, John Ludwig RN, Vice-President, and Paula Cox

### *BH Employees Support Co-workers*

The Bridgton Hospital/BHPG Employee Activity Committee committed themselves to a different kind of food drive this November. While normally they would collect items for the food pantry or animal shelter, they instead collected food, dry goods and personal care products to benefit our own employees. According to Pam Smith, "The generosity of the entire staff was quite evident when we not only received a bountiful supply of all kinds of foods and household items during the drive, but we also accepted the generous anonymous donations of ten turkeys and fourteen Hannaford gift cards." The Employee Activity Committee decorated ten paper boxes (you know, the kind our copier paper comes in!) with attractive seasonal paper and, because they had so much donated, they also filled ten 'green' reusable bags. Ten names were drawn on Friday, November 19. Employees who did win, and didn't need the food, were urged to donate it to someone who could benefit from the goods.

Committee members gathered with President David Frum after the sorting and boxing, (l to r) Carol Miller, Lori Stevens, Frum, Trina Sanborn, Linda Allen. Truly HEROES in every sense of the word!



## From Rumford Hospital...

### *Rumford Hospital Diabetes Fair*

On November 13 at the RH Diabetes Fair, Jeffrey Lynds, MD, reviewed medications with Diabetes Fair participants who brought their current medications or their current medications list with them. Dr. Lynds is in his third and final year of the CMMC Rural Track Residency Program.

Dr. Jeffrey Johnson, podiatrist, offered free foot exams, assisted by Barbara MacGregor, RN, BSN, the hospital's certified diabetes educator.

Flu shots were available for a very modest fee with student nurses from the CMMC School of Nursing and Health Professions administering the vaccine and offering free blood pressure checks.

A variety of short presentations of interest to people with diabetes and their loved ones were scheduled throughout the morning. Therapy Services Physical Therapist Susan Santucci gave a presentation on exercise for people with diabetes; RH Registered Dietitian Jane Wardwell spoke on nutrition; and Tim Dolan, who races bicycles cross country with the Sanofi Aventis Team Type 2, talked about the challenges he has faced with diabetes.

Free bone density screenings were available, and pharmaceutical and diabetic aide vendors displayed and explained some of newest medications and devices to help people with diabetes.



RH Registered Dietitian Jane Wardwell was just one of the speakers at the Diabetes Fair.



Larry O. Hopperstead, MD, RH's newest Medical Staff member with Rumford Hospital practices manager Becky Hall at a welcome reception held last month at Rumford Hospital.

### *Rumford Surgical Associates welcomes Dr. Larry Hopperstead*

Larry O. Hopperstead, MD, has joined Rumford Surgical Associates, a clinical department of Rumford Hospital. Most recently he served as Chief Medical Officer at CMMC

Rumford Surgical Associates serves patients from offices on Franklin Street near the hospital. P.A. Aslam, MD, and Linda Serna, MD, are also members of that practice.



## HEALTHY ANDROSCOGGIN NAMES NEW EXECUTIVE DIRECTOR

The Healthy Androscoggin Board of Directors is pleased to announce that Steven Johndro has joined the Healthy Androscoggin staff as their new Executive Director. Steven brings many years of public health and community coalition experience to Androscoggin County. Previously, Steven served as Program Director for the Healthy Maine Partnership of Greater Waterville. In this role, he managed the physical activity, nutrition, tobacco, and chronic disease activities for the 11 towns in Northern Kennebec County.



Steven has also served as Infectious Disease Coordinator for the Northeastern Maine Regional Resource Center, Public Health Educator for the State of Maine Immunization Program, and Community Health Specialist for Union River Healthy Communities in Hancock County.

Steven holds Masters Degrees in Public Health, Health Administration and Geriatric Health from A.T. Still University at the Kirksville School of Osteopathic Medicine. He is a graduate of the University of Maine at Farmington with a Bachelor of Science degree in Community Health Education. In addition, he is certified as a Community Health Education Specialist (CHES).

**Save the Date:** January 11, 2011 from 4-6 pm Healthy Androscoggin will host a Meet and Greet with Steven, as well as unveil our new Healthy Community Mural created by local youth with the guidance of local artist Sherie Blumenthal. Healthy refreshments will be served. Please join us at Healthy Androscoggin's office, 130 East Ave, Lower Level, Lewiston.

*For Your* Benefit

### *Open Enrollment Has Ended... Now what?*

As you are well aware, the window for turning in your Open Enrollment forms closed on Friday, November 12th. Here are a few items that might interest you as we prepare for 2011:

- Your 2011 enrollments will be administered as you indicated on your returned Open Enrollment form. If you did not turn in your form, your coverage will default to your current levels.
- UMR is issuing new ID cards to all participants on the medical plan. Keep your current card until the new one arrives. If you'd like an additional set of cards, please contact UMR at 1-866-868-7406.
- Be sure to visit [www.cmmfhealthydecisions.com](http://www.cmmfhealthydecisions.com) to see the recent improvements. In addition to the previous information (forms, contacts, wellness and benefit info, etc.) there is an excellent smoking cessation video and tips and quizzes on exercise and nutrition.
- If you already have a Benny Card, keep using it. The same card will be re-loaded with your 2011 election. If you are new to Benny Cards (and selected one on your re-enrollment form), your card will be mailed to your home.

Remember if you are adding children back onto your plan under the National Health Reform guidelines, you also need to provide a copy of their birth certificates (other family members' info was collected during the Dependent Audit in September).

- You have until the end of December to spend any remaining amount in your 2010 spending accounts. If you are unsure of your remaining balance in this year's accounts, you may call UMR at 1-866-868-7406. Remember you can request reimbursement for medical mileage, and there is a list of over-the-counter items you may purchase to use up your balance. You can find more information at [www.cmmfhealthydecisions.com](http://www.cmmfhealthydecisions.com).
- Lastly, if something happens during December 2010 that changes your 2011 Open Enrollment choices, let Human Resources know as soon as possible. Effective January 1, 2011, your choices will be "cast in stone" and may be changed ONLY with a Qualifying Event.

Thank you for your time and efforts as we roll out 2010 and head full speed into 2011!

## We Honor Our Family Members



RH DON Jane Aube hands a check for the 2010 Peg Blouin Nursing Scholarship to Rebecca Lloyd, a second year nursing student at CMMC School of Nursing and Health Professions.

### 2010 Peg Blouin Nursing Scholarship awarded to Rebecca Lloyd

Rebecca Lloyd is the recipient of the second annual Peg Blouin Scholarship from RH. Blouin established the scholarship upon her retirement, following 42 as an RN at RH. Having been a recipient of the Auxiliary Nursing Scholarship, which enabled her to earn her nursing degree, Blouin pays back through this new scholarship.

Rebecca worked for the US Postal Service and the Town of Rumford for several years before beginning nursing studies at CMMC School of Nursing and Health Professions last year. Now in her second year of the CMMC program, Lloyd served clinical rotations during her first year at RH and Rumford Community Home.

The annual award is \$1250 to a nursing student after completion of a successful first semester. The recipient is chosen by a panel comprising the Director of Nursing, the Nurse Manager of Med/Surg, and the Nurse Manager of the ED. The award is based on merit and need.

**Victoria Roy**, Manager of Sterile Processing: In September, Vicky passed the International Association of Healthcare Central Service Material Management exam which gives her an additional title as Certified Registered Central Service Technician. She is also certified with the Board for Sterile Processing and Distribution and will hold office with IAHCSSM as Northern New England IAHCSSM Chapter as President beginning December of this year. She has three certifications in this field: CSPDM, CSPDS, and CRCST, Manager, Supervisor, and Technician. CONGRATULATIONS TO VICKY on her accomplishments with IAHCSSM! Way to go!

- Joann Geslak, RN BS MBA CNOR  
Director of Perioperative Services

I would like to formally recognize a job well done by the PACU and Same Day Surgery staff.

**Peggy Rushton, RN**  
**David Reed, RN**  
**Cindy Dufou, RN**  
**Kathy Burnham, Tech**  
**Lori Giberti, RN**  
**Brooke Nadeau, RT**  
**Amber Jordan, RT**

The individuals above were instrumental in recognizing and caring for a 2-year-old with a postsurgical airway obstruction. As you may be aware, this patient was acutely ill and survived due to the excellent individual and team efforts of the PACU and SD staff. I was extremely pleased to have a professional, competent and dedicated staff to assist me in the care of this patient. The collective and individual actions of this team directly contributed to this patient's safety. Sincerely, Aaron A. Tebbs, M.D.

Congratulations to **Kim Veilleux**, Registered Sonographer for Central Maine OB/Gyn in passing her certification exam in Neurosonology on 9/29/2010. This is Kim's third certification in Diagnostic Medical Sonography. Kim was certified in OB/Gyn in 1997 and Abdomen in 1999. We are all very proud of Kim's accomplishments and it is a joy to work alongside her every day.

Sincerely, The team of Central Maine OB/Gyn

### Support Services:

Environmental Services:

Employee of the Month

October: **Rachel Roberts**

November: **Daniel Poulin**

~Congratulations!~

### Security:

Currently all full-time Security Officers are now certified through the International Association for Healthcare Security and Safety (IAHSS).

# What does it mean to be employed in a “teaching hospital”?

Kathy Morin, RN, Practice Manager at the Family Medicine Residency

“A teaching hospital is a hospital that provides clinical education and training to future and current doctors, nurses, and other health professionals, in addition to delivering medical care to patients.” This is a simple enough definition but what does it mean for the people employed in the hospital? Would you know what your role is in this process if someone were to ask you?

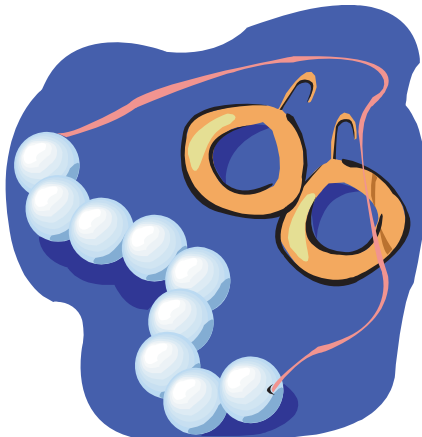
In 1978, CMMC made a bold commitment to founding our Family Practice Residency. CMMC has consistently shown a commitment to education with the additional clinical rotations set up for many medical students throughout the country.

One of the important goals of supporting the education here at our hospital is the desire to keep the graduates working in our medical community. We need great primary care providers, and there is no better way than to train them here. In the last 10 years we have graduated 68 Family Medicine Residents and 30 of them are working in Maine with the majority of them in our area.

So what is everyone’s role in the teaching process of the Family Medicine residents and the many medical students from all specialty areas? Being part of a “teaching hospital” requires all of us to help our nursing students, medical students, and medical residents learn. Instruct them in the proper ways to provide excellent patient care. Give them feedback – both when they are doing well and when they get off track. Offer support and encouragement as they strive to give their best. Getting involved with the medical students and residents helps keep the hospital and the clinical staff current and progressive.

## FYI

The Woman’s Hospital Association (WHA) will be holding its semi-annual Jewelry Sale in the Young Wing Lobby on December 1st, 2nd and 3rd from 9 a.m. to 5 p.m. Merchandise is priced from \$2 to \$10. Cash, credit cards and payroll deduction will be accepted. Come by and shop for the upcoming holidays, for other occasions, or treat yourself!



Also, on December 3rd, please visit the WHA Gift Shop. Employees will receive a 15% discount on all merchandise (excluding Logo Wear, candy and magazines).



## HIPAA Question & Answers

CMMF HIPPA Hotline Number — 795-2906



**GENERAL EDUCATION COURSES - SPRING 2011**  
Registration for CMMC CONHP students begins November 1, 2010  
Open Registration begins November 15, 2010

**BIO 112 HUMAN ANATOMY & PHYSIOLOGY II – lecture and lab (4 credits)**  
January 3 to April 29, 2011

Lecture: Monday 2:00 pm to 5:00 pm

Lab Sec. 1: Wed. 2:30 pm to 5:00 pm OR Lab Sec. 2: Fri. 9:00 am to 11:30 am  
(Lab Sec. 2 will be used only if Lab Sec. 1 becomes full)

Instructor: Kim Emery

**ENG 101 COLLEGE WRITING (3 credits)**

*\*This is an online course with several on-campus meetings\**

January 3 to April 25, 2011 Monday 5:30 pm to 8:30 pm

Instructor: Araminta Matthews

**ENG 110 INTRODUCTION TO LITERATURE (3 credits)**

January 5 to April 27, 2011 Wednesday 5:30 pm to 8:30 pm

Instructor: Araminta Matthews

**COM 203 COMMUNICATIONS (3 credits)**

*\*This is an online course with several on-campus meetings\**

January 4 to April 26, 2011 Tuesday 5:30 pm to 8:30 pm

Instructor: Susan Poulin

**PSY 102 DEVELOPMENTAL PSYCHOLOGY (3 credits)**

*\*This is an online course with several on-campus meetings\**

January 6 to April 28, 2011 Thursday 5:30 pm to 8:30 pm

Instructor: Susan Poulin

**PHM 201 PHARMACOLOGY (3 credits)**

*\*This is an online course. High speed internet access is required\*.*

January 3 to April 25, 2011

Instructor: Colleen Dutille

**PHL 100 PHLEBOTOMY (2 credits)**

January 4 to March 15, 2011 Tuesday 5:30 pm to 8:30 pm

Instructor: Beverly Leavitt

**Cost: \$210 per credit plus books.** Lab fee of \$100 for BIO 112. Students not currently enrolled as CMMC CONHP nursing/radiology students must also pay a \$30 registration fee and a technology fee of \$50 (3 credits) or \$100 (4 credits or more) per semester.

**Submit registration form to:** Matthew Dumais, Assistant Registrar.

**For more information:** 207-795-2649 or dumaisma@cmhc.org

## *This Guy's Perspective*

by Hal D. Guy, CFP®, ChFC, CLU, CRPC

**Hal D. Guy from Sagemark Consulting will be back at CMMC 12/13 & 12/14 for 403(b), 457, Roth IRA appointments.**

**Call 888-299-2755 or email at [Mollie.Clingenpeel@LFG.com](mailto:Mollie.Clingenpeel@LFG.com)**



If President Obama thought he would be able to flex his political muscles in South Korea at the G-20 summit last week, his game plan did not play out as anticipated. Instead of receiving the backing of other countries in support of our claim that China has been manipulating its currency, the Chinese were able to turn the tables on the USA and our recently publicized \$600 billion “print and spend” plan. The rest of the world seems to find far more similarities than differences between what the Chinese are doing (maintaining a weak yuan to aid its domestic exporters) and what the Federal Reserve just announced (buying \$75 billion of Treasuries per month for the next 8 months to lower interest rates, weakening the US dollar, and aiding our domestic exporters). President Obama’s efforts to explain the distinctions between the 2 monetary policies fell on deaf ears (source: BTN Research).

It has been widely rumored that the President’s deficit reduction commission was struggling to meet its 12/01/10 deadline to produce tangible recommendations to slow down if not reverse our country’s runaway deficits. The two leaders of that commission floated a trial balloon that spared almost no area from harsh cost cuts. The \$3.8 trillion of proposed spending reductions targeted the military, Medicare, Social Security, the deduction for home mortgage interest expense, and farm subsidies. There was something for both political parties to dislike. The commission’s 18-member panel now has just two weeks to draft its final recommendations (source: National Commission on Fiscal Responsibility and Reform).

The lame duck session of the 111th Congress began on November 15. The fate of the 2003 Bush tax cuts will dominate the discussions (source: Congress).

### **Notable Numbers for the Week:**

1. **NOT WHERE THEY LIVE** - An estimated 35% of the 816,251 homes that have been seized by lenders as a result of foreclosure

through the first nine months of 2010 were not the primary residences of homeowners but were owned by investors (and used as rentals) or were vacation properties (source: RealtyTrac).

2. **LOWER PAYMENTS** - The total value today of home mortgages in the USA is \$10.2 trillion. \$1.3 trillion of home mortgages were refinanced in 2009 as interest rates dropped (source: Federal Reserve, MBA).
3. **FROM WHERE?** - The US imported more than twice as much crude oil from Canada (77 million barrels) in August 2010 as opposed to what we imported from Saudi Arabia (35 million barrels) (source: EIA).
4. **TWO, THREE, FOUR** - To rank in the top 2% of taxpayers (based upon 2008 tax data) required an adjusted gross income (AGI) level of \$253,000. To rank in the top 3% of taxpayers required an AGI of \$204,000. To rank in the top 4% of taxpayers required an AGI of \$177,000 (source: Internal Revenue Service).

The information contained in this correspondence is not intended to be a “Covered Opinion” under Treasury Department Circular 230. If the information is construed to be such an opinion, the opinion was written to support the promotion or marketing of the transaction(s) or matter(s) addressed in the opinion and the taxpayer should seek advice based on the taxpayer’s particular circumstances from an independent tax advisor. Furthermore, the opinion does not reach a conclusion at a confidence level of at least more likely than not with respect to one or more significant Federal tax issues addressed by the opinion. In addition, with respect to those significant Federal tax issues, the opinion was not written, and cannot be used by the taxpayer, for the purpose of avoiding penalties that may be imposed on the taxpayer.

# Announcements



The following Events are currently being offered to all CMMF employees through the Employee Special Events Committee. Please call or e-mail the contact person's name listed with the event for ticket information. Payroll deduction is available for all charges of \$40 or more for full-time and regular part-time employees.

**Sesame Street Live (Ticket Only) ~**  
12/11/10 - \$12.00 - Deb Shennett @ 2522

**Blue Man Group at Merrill Auditorium (Ticket Only) ~** 02/05/11 - \$63.00 - Marian Howe @ 2114

**Boston Celtics (Bus and Ticket) ~** 02/06/11 - \$104.00 - Lisa Asselin @ 2839

**Avenue Q at Merrill Auditorium (Ticket Only) ~** 03/24/11 - \$56.00 - Jen Jordan @ 5523

**North Conway Overnight at the Hampton Inn with Water Park ~** (Price is Per Night - Dependent on Occupancy) - 04/15-04/23/11 - \$136.25-\$162.50 - Barbara Williams @ williamsb@cmhc.org

## TicketsAtWork

CMMF employees are welcome to check out [www.ticketsatwork.com](http://www.ticketsatwork.com) and enter the corporate code CENTRALMAINEMED to view discounts offered at theme parks in all parts of the country – including Orlando – as well as discounts for entertainment events. When you sign in on the website click on “already a member” and enter the requested information using our corporate code where it asks for company code. It is preferred that you use your personal e-mail address rather than your professional one and that you use the website from home rather than from work.

## Sugarloaf & Sunday River Corporate Program

Up to 15% savings on 2010/11 lift tickets!

Adult - \$65 per person/day

Young Adult - \$57.00 per person/day

Junior - \$46.00 per person/day

Company ID with Voucher must be shown at the Ticket Window to receive special corporate priced. Valid for employees and their families. Vouchers are available...contact Deb Shennett, 792-2522 or shennetd@cmhc.org

## Burke Mountain

2010-11 Season, Burke Mountain is happy to offer staff 50% off full day, regular priced lift tickets during NON-HOLIDAY time periods. Holidays include – Dec 24, Jan 3, Jan 15-17, and Feb 19-26.

Show your staff ID at the Guest Relations Office, located in the Sherburne Base Lodge in order to purchase their discounted ticket. One ticket per ID, cannot be combined with any other offers.

## Contributors to this Issue

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## Your input is always welcome

Please remember that Employee Rounds is for you. Submit suggestions or requests for future editions to Laurie Davis in Organization Development, or email them to [davisla@cmhc.org](mailto:davisla@cmhc.org) by the Friday before each issue. Employee Rounds will be published on the second payday of each month.

# WELCOME *CMME Newcomers*

*For the Months of September*

## **BRIDGTON CAMPUS**

Bill McGuiggan — Aide, Environmental Services

## **LEWISTON CAMPUS**

Emily E. Dooling — Health Promotion Coordinator,  
Healthy Maine Partnership

Lisa J. Fisher — Specialty Coder, Coding

Michael M. Johns — Resident, Family Practice

Lisa A. Langburd — Director, Invasive CV Services

Zakary T. Muzyka — Security Officer, Security

Stephen Olson — Physician, Surgical Specialists

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Heidi L. Pratt — Aide, Environmental Services

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Health Center

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Cardiovascular Surgery

Sanjay Sikka — Physician, Central Maine  
Gastroenterology

Donald Tanguay — Dietary Aide, Bolster Heights  
Healthcare Facility

## **RUMFORD CAMPUS**

Joseph L. Hardy — CNA, MedSurg

Arlene L. Washburn Lamb — CNA, MedSurg

# HAPPY THANKSGIVING

