



Newsletter
Medical Staff

Medical Staff Services are the foundation of a solid, well governed medical staff that prides themselves in providing Midland Memorial Hospital and its customers with the highest quality of patient care possible.

Culture of Ownership: First 6 Core Action Values

The first six Core Action Values will help you lay a solid foundation of character strength. Character is substantially defined by Authenticity and Integrity; it is refined through Awareness, Courage, and Perseverance; and it is reflected in Faith. Character is destiny, and the work that you put into laying this solid foundation will help to assure that your path in life leads to a bright destiny.

Core Action Value #2—Integrity

Integrity is Core Action Value #2. The root of the word integrity is 'integer' and that word implies a united and undivided whole. So to be a person of integrity means to be whole—to be guided by the same values at work and at home. At a higher level, it implies that wholeness of humanity, that we are all children of the same God. To demean or diminish another person because of their occupation, race, religion or any other factor is to violate their dignity and your integrity.

www.joetye.com

Happy Easter!



Volume 3, Number 4

**April
2015**

Introducing Our New Practitioners

April 2015

Aaron Kamp, DDS—Hospital Dentistry
Kavita Sharma, MD—Pediatric Cardiology
Muniru Adeniyi, MD—Internal Medicine/Hospitalist
Jeevan Gowda, MD—Internal Medicine/Hospitalist
Rishad Hyder, MD—Emergency Medicine

Jane Kapral, MD—Pediatric Hospitalist
Thomas Lane, MD—Obstetrics & Gynecology
Hector Garcia, MD—Pediatric Hospitalist
Kathleen Taylor, NP-C—Nurse Practitioner, Hospitalist
Cheryl Vallie, CFNP—Nurse Practitioner, Dr. Papica

Continuing Medical Education—See Page 5

Midland Memorial Hospital is accredited by the Texas Medical Association to provide Continuing Medical Education for physicians. Midland Memorial Hospital designates this live educational activity for a maximum of 1.0 *AMA PRA Category 1 Credit(s)* for each teaching program throughout 2015. Physicians should only claim credit commensurate with the extent of their participation in the activity. **The CME Committee has deemed is presentation free from conflict of interest, financial relationships, or commercial support.**

Physician Education for Improving Documentation

Physician Education Modules are available through 3M and are available by specialty. Notify Rebecca Pontaski, Medical Staff Manager if you would like a login.

Medical Staff Services Reminders

- On the new Midland Memorial Hospital webpage, under 'Find a Physician' is a listing of all physicians on staff. Please review your information for accuracy and notify the medical staff office of any changes.
- Texas Electronic Registrar (TER) Death Registration System—Since 2007, state law requires that all cause-of-death information and medical certifications to the DSHS be submitted electronically. Physicians who do not sign death certificates in a timely fashion face a \$500 fine per violation from the TMB.
- It is peak season for students and others who want to come in and observe practitioner work. Anyone who will be observing a practitioner needs to complete and provide some information before they are able to do so. Please contact the medical staff office at 432-221-4629 for this information and process.

In Addition

If you would like to submit information for future newsletters, please email the information to Rebecca Pontaski at rebecca.pontaski@midland-memorial.com.

Medical Staff Leadership

Chief of Staff
Sari Nabulsi, MD

Chief of Staff Elect
Michael Dragun, MD

Past Chief of Staff
John Dorman, MD

**Department Chairs
Hospital-Based Services**
Larry Edwards, MD

Medical Services
Larry Oliver, MD

Surgical Services
T.M. Hughes, MD

Rebecca Pontaski, MHA, CPMSM, CPCS, RHIT
Medical Staff Manager
432-221-1625

Alma K. Martinez, RHIT
Medical Staff Coordinator
432-221-1510

Betsy Martinez
Credentialing Specialist
432-221-2165

Esther Griego
Medical Staff Assistant
432-221-4629



New Information



Forward Thinking

Lawrence Wilson, MD, MBA, FACEP
Vice President, Medical Affairs/CMO

On the 19th of March eighteen of the Midland Memorial medical staff got together for dinner. We discussed health care at MMH. I think a good time was had by all. A couple of things were apparent. We all have the same goal and passion of assuring the best care delivery possible for our community. It was also apparent that to accomplish that in these tumultuous times we have to get better at communicating our message and more of us have to be involved in health care delivery leadership in Midland.

Several topics were discussed. We recognized the increased focus on consumerism in the delivery of health care. That quality of care is in the eye of the beholder (the patient and families). To improve the outcomes and quality of care delivered we must work in teams. This is new territory for many of us. But if we expect excellent outcomes, we have to be sure that not only we make sound assessments and plans, but that the pharmacists, physical therapists, occupational therapists, wound care teams, social workers, nurses and our AHP's all have the same information and management ideas that we have. That means we have to be excellent communicators and provide health care team leadership.

We talked about the culture of ownership movement at MMH. It is palpable and meaningfully influencing the hospital staff in a positive way. Not only in their work lives but in their personal lives as well. That's important. It is not possible to divorce one's work life from one's personal life and have the kind of transformative change that we must accomplish.

I personally was motivated listening to some of our hospital senior medical staff acknowledging the history of our medical staff, the sense of community we have enjoyed, and the importance of assuring the continuance of the medical staff growth and development. In some ways it feels like just a moment has passed, but in the past ten years we have changed our care delivery substantially. Nurse Practitioner and Physician Assistant run clinics, Hospitalists, non-hospital based clinicians and concierge medicine were not relevant a decade ago. With these new realities the medical staff at the hospital and our community based colleagues are going to have to grow together to meet the expectations of our patients of seamless, convenient, well communicated care.

Some of our younger physicians recognize the challenges and importance of team work to meet our goals. A repeated theme was the importance of excellent relationships with our nursing team members and that nurses are not always treated well. In that setting the toxicity can become apparent and patient care may suffer. Clearly the triple aim of high quality care, reduced cost and enhanced patient experience should be rephrased as the quadruple aim. Meeting those three goals and assuring our work environment is enjoyable for all members of the team.

At the end of the evening I believe unanimously we agreed more of us need to take part in the conversation. We shall set up more opportunities for similar gatherings and would like to have more input from all the medical staff. The healthcare delivery landscape is changing rapidly. For us to be successful and continue to enjoy our chosen professions we need to work with our Hospital administration and with each other to find innovative approaches to meet the expectations for our patients and their families. Indeed to improve the wellness of our community.



From the Desk of your Chief of Staff

Sari Nabulsi, MD, MBA, FAAP

I had the pleasure to attend Mental Munchies at Midland Memorial Hospital that was started by Dr. Jain at Texas Tech Health care center to raise awareness about depression and suicide.

It was interesting to note that almost 10% of adults suffer from depression, women three times as men do suffer from depression. In children and teenagers, the incidence is around 11%. Depression is becoming the second leading cause of disability behind heart diseases. It affects all ages, races, religions and income level worldwide. People tend to feel sad most of the time, feeling hopeless and helpless, and causes decrease energy and interests in life, making people having difficulty concentrating and focusing on their life.

The earlier it is diagnosed, the better the response to treatment. Treatment is eating healthy, sleeping early and waking up early, and definitely exercising regularly. Medications are part of the treatment and not the goal. We need to reach out for children and teenager early, since it cuts down the risk of suicide and disability later on. The depressed child may pretend to be sick, refuse to go to school, cling to a parent, or worry that the parent may die. Older children may sulk, get into trouble at school, be negative, grouchy, and feel misunderstood.

We need to feel empowered to take responsibility for our health, our happiness and our success and our life. This is the culture of ownership we are spreading at MMH. I hope we can all come together as a Physicians and leaders to help our children, teenagers and adults. If you know someone who might be depressed, reach out to them and try connect with them; take them for a walk, help them if you can. If you have the chance to attend one of the mental munchies in Midland or Odessa, I think it will open your eyes. I hope we can invest more resources into our community to make us the healthiest community in Texas.



Newsletter **Medical Staff**

Blood Product Use Decision Tool Ready

Many of you have heard about or seen demonstrations of the ROTEM assay. Now if you have a patient with blood loss or with unexplained bleeding diathesis, the ROTEM can quickly define the problem. Whether thrombocytopenia or a coagulation cascade problem, can be determined in minutes. Now rather than indiscriminate product use, directed therapy can be defined. Please contact the lab if you have questions.

Transfusion No Longer Part of the Sepsis Protocol

You will notice that blood transfusion has been removed from the Sepsis Protocol. Data from prospective, randomized trials shows raising the H/H does not improve survival, in fact it seems associated with worse outcomes. Please avoid transfusions in septic patients unless indicated for standard reasons.

Antibiotic Stewardship Program

A great means of assuring safe and efficient antibiotic ordering for most conditions has been developed for your use! Correct Antibiotic selection for specific conditions has been made fool proof if you follow the clinical pathways developed with the help of Dr. Mocherla, Pharmacy, the P&T committee and reviewed and approved by the Medical Executive Committee.

The infections with clinical pathways are:

- Pneumonia Community Acquired and Healthcare Associated
- Intra-abdominal infections – biliary tract and non-biliary tract
- UTI
- Sepsis – unknown source, and with suspected source
- Skin and Soft Tissue infections.

You will find these pathways under Protocols in all specialty order set menus. Unfortunately it is not reasonable to add the pathways to every individual order set for admission. We intend to build generic admission order sets with the clinical pathways added. In the meantime it will be necessary to add the selected antibiotic orders from the appropriate clinical pathway to your admission orders.

Concurrent Review of Documentation Coming Our Way

3M Corporation is going to be on campus 27 April through the 7th of May providing training for new Clinical Documentation Specialists (CDS). They are going to be RN's specially trained to review clinical documentation real-time on selected admitted patients. The goal is to assure that we are capturing all the required information about specific diagnoses, the concomitant illnesses and all associated treatments. Proper documentation raises the Case Mix Index (CMI), the overall complexity of the case, and justifies the appropriate length of stay. This is important. When we look at statistics from our facility compared to nearby like-facilities, our CMI is lower, our length of stay and complications higher. We want the opposite. We are not seeing less ill patients nor are we likely having more complications. The problem lies in documentation. Please help improve our performance. These numbers are used by grading agencies such as Health Grades and other to judge the quality of care we deliver.

Thank you to all who participated in the EHR Vendor presentations in the month of March. Going forward we ask if you have any additional questions, concerns or requests regarding these three vendors (Cerner, Meditech, Epic) you should contact Taylor Weems at taylor.weems@midland-memorial.com. We are requesting that you do not contact any vendors directly even if you have received an email from them, if you are contacted by any vendor (Cerner, Meditech, Epic, or others) please refer them to our consultant Mike Cohen with Stoltenberg consulting.

For More Information

Taylor Weems, VP, CIO
432-221-5100



Newsletter Medical Staff

Continuing Medical Education April 2015 Global Series

Ronald Tanner, DO, PhD - All programs will start at 12:15 p.m.

Please feel free to bring your lunch. Refreshments will be provided.

Global Objectives for this series:

- To approach patient care with a core knowledge base consistent with evidence based practice methods.
- Better obtain and analyze patient information as a direct result of this increased knowledge base.
- Use increased knowledge base to formulate outcome based therapy.

April Series:

Renal Tubular Defects

April 2nd – Conference Room C

Urinary Tract Infections

April 7th – Conference Room C

April 9th – Conference Room C

Hyponatremia and Hypernatremia

April 14th – Conference Room C

April 16th – Conference Room C

Hypokalemia and Hyperkalemia

April 21st – Conference Room C

April 23rd – Conference Room C

Hypertension

April 30th – Conference Room C

April 13th – Blood Utilization

Matthew Friez M.D - Presentation Time: 12:15 p.m.

Location: Surgery Conference Room

Objectives:

- Discuss indications for red blood cell transfusions.
- Measure risks and benefits for red blood cell transfusions.
- Identify cost pros and cons for red blood cell transfusions.

Recent CME Has Been Well Received

Last week Dr. Stoll gave an excellent lecture on Plant Based Nutrition (PBN) and its benefits in treating diabetes. If you were one of the thirty of so present you know that it was much more than that. First the food for thought was served with a really delicious PBN meal from our food service. The program itself went into some detail about how our processed food diets has adversely affected our wellbeing and our epigenetics. One example was that one hundred years ago we ate less than 6 lbs of sugar each a year. Now we average over 150lbs per person per year! After a 45 minute lecture if you did not recognize that we can do a better job with education and role modeling healthy life styles than you weren't paying attention. A special thanks to Dr. Awtrey for bringing Dr. Stoll here for us. I am personally trying a version of the PBN diet while ramping up for a spring ½ marathon; I'll let you know how much the added antioxidants and anti-inflammatories in the PBN diet helps me. References on PBN were included in the material and can be provided through the Medical Staff Office.

On the 30th Dr. Jain, Psychiatrist with Texas Tech, spoke to a full room on managing depression. He plans a few more talks for our benefit. I would encourage you to attend. He is a lively speaker and entertaining. I will warn you his lecture is PG-17 (adult language). The talk was topical and practical and well worth the time spent.

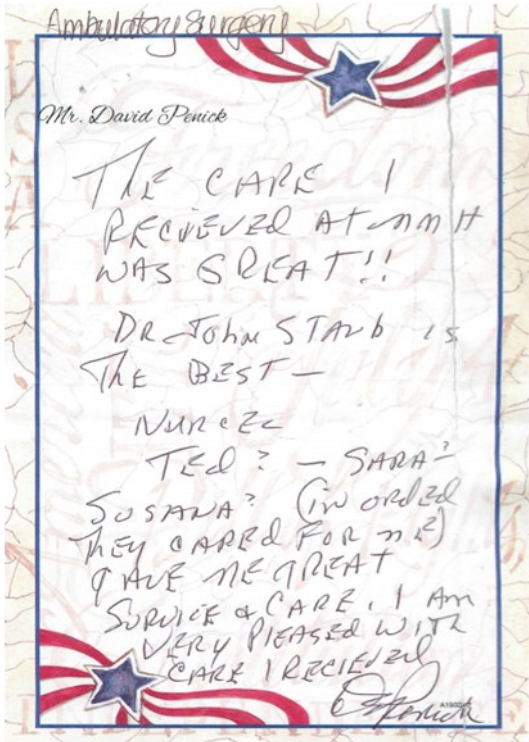
Dr. Friez gave an excellent lecture on Anemia and managing the use of blood products safely and efficiently. It was an excellent lecture with a follow up discussion of how practical it is to change behaviors regarding blood product use led by Dr. Klingensmith. Over all really useful lecture and discussion. I have asked Dr. Friez to provide this lecture again to the Texas Tech Residents and the Hospitalist group, so look for additional information on when and where this lecture will be and attend if all possible.

Dr. Tanner has had to slow down his excellent lectures on general medicine topics, but we look forward to him ramping back up when he gets his LTACH role more settled.

A special thanks to the Education and CME committee and to our Medical Staff Services Manager, Ms. Rebecca Pontaski, for organizing these high quality presentations.



Newsletter Medical Staff



Dr. John Staub
CONGRATULATIONS!
You made a difference and it shows.

Date 2-3-15 Dept. Emergency Dept.
I applaud James Sikes
First Name Last Name

Went Above & Beyond Because: the nurses were truly concerned and Dr. Sikes was really great

Monica Chavez
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.



Dr. James Sikes
CONGRATULATIONS!
You made a difference and it shows

Received 1/19/15

Date 1/15/15 Dept. Emergency Dept.
I applaud Beverly Jay Dickson
First Name Last Name

Went Above & Beyond Because: Just amazing staff, truly caring, understanding and were willing to help. Dr. Sikes

Bcky Merviel
Dore Jackson
(Patient name) RECEIVED

We appreciate your feedback.
Please leave card in room when completed.
RM #16

Received 1/19/15

Date 1/13/2015 Dept. Emergency Dept.
I applaud _____
First Name Last Name

Went Above & Beyond Because: _____
-GREAT-

Patient was really pleased with service he received, mentioned nurse & doctors.

SANTI GONZALEZ
(Patient name) RECEIVED

We appreciate your feedback.
Please leave card in room when completed.
Estelita & Kyn Ceas & Dr. Petersen

Dr. Joseph Young
CONGRATULATIONS!
You made a difference and it shows.

Date 2-10-15 Dept. Emergency Dept.
I applaud DR. Joseph Young
First Name Last Name

Went Above & Beyond Because: He was super nice and attentive and showed great concern.

Jennifer Sheward
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.

Date 1/21/15 Dept. Emergency Dept.
I applaud Dr. Joseph Young
First Name Last Name

Went Above & Beyond Because: was very kind Dr. Young (emergency room) RN Davida

Manuel Marin
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.
RM # 23

Dr. John Petersen
CONGRATULATIONS!
You made a difference and it shows.



Newsletter Medical Staff

**Todd Stack, PA-C
CONGRATULATIONS!**

You made a difference and it shows.

RECEIVED
Date 1/13/2015 Dept. Emergency Dept.
I applaud Todd Stack-PA
First Name Last Name

Went Above & Beyond Because:
very thorough
nice
gentle
helpful
felt good about seeing
him, felt taken
care of

Rachael Erikson
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.

RECEIVED
Date March 22-23 Dept. CDU / Hospitalist/01
Misty, Misor
I applaud Chrissy, Sonia, Diana / Dr Gibson & Callie
First Name Last Name Lancaster

Went Above & Beyond Because: Dr Gibson
was extremely patient & considerate.
Dr Lancaster came in on his day off
and performed a blood patch on my
back, so my headaches would go away.
The nurses were kind, considerate,
and made what could have been
a horrible experience, a
pleasant one.

Callie Allen
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.

**Dr. Scott Lancaster and Dr. Allen Gibson
CONGRATULATIONS!**

You made a difference and it shows.

**Kym Craig, PA-C
CONGRATULATIONS!**

You made a difference and it shows.



**Dr. Staton Awtrey
CONGRATULATIONS!**

You made a difference and it shows.

RECEIVED
Date 3-22-15 Dept. Critical Care
I applaud Staton Awtrey
First Name Last Name

Went Above & Beyond Because: Very
Attentive to my husband
and his needs. During surgery
called me several times to
let me know exactly what
was going on. Excellent follow-up
each day even weekends. Good
resources for a healthier lifestyle.

Manuel Sandies
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.

Received 1/13/15
Date 1/13/2015 Dept. Emergency Dept.
I applaud _____
First Name Last Name

Went Above & Beyond Because:
-GR-A1-

patient was really pleased with
service the doctor, physician, nurse,
& doctors.

RECEIVED
MAR 17 2014
SANTAGUZZO
(Patient name)

EX-23 We appreciate your feedback.
Please leave card in room when completed.
Est. 1848 www.mh.org

RECEIVED
Date 1/13/2015 Dept. Emergency Dept.
I applaud _____
First Name Last Name

Went Above & Beyond Because:
he listened to me
and has been so
helpful!

RECEIVED
MAR 17 2014
Matthew Stica
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.

RECEIVED
Date 2/11/15 Dept. Emergency Dept
I applaud Chauri Wemmer
First Name Last Name

Went Above & Beyond Because:
Im so happy and thankful
with these two persons they
take care of me really good
they have a great love to
there work. Thank you
for the attention for me.
god bless dr and nurse

Marisa Montes
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.

RECEIVED
Date 2/19/2015 Dept. Emergency Dept.
I applaud _____
First Name Last Name

Went Above & Beyond Because: Everything
was excellent staff was
amazing Kym Craig -PA
Misti Wemmer

RECEIVED
MAR 17 2014
Kristen Jones
(Patient name)

We appreciate your feedback.
Please leave card in room when completed.