Payday Comes One Day Early
Since this week’s payroll falls on January 1st, employees will receive their deposits on Thursday, January 31st. The beginning of the new year also means tax time is approaching. JRMC is required to distribute all W2 forms by January 31st, so yours will arrive within the next month.

Give Blood - Win a Cruise!
The next Arkansas Blood Institute (ABI) blood drive at JRMC will take place on Wednesday, January 20th from 10:30 a.m. until 3:45 p.m. in classrooms 2 and 3. Each donor will be eligible to win a seven-night Caribbean cruise for two, along with a gift card to help with expenses. In addition, all donors will receive a free Set Sail T-shirt. Please remember: ABI is the only blood provider that serves JRMC, so be sure and support our community by donating to ABI.

Urgent Care Center Opening January 4th
Individuals needing non-emergent medical care will soon be able to receive treatment with no appointment necessary, seven-days-a-week, at the new JRMC Urgent Care Center. Located at 4201 Mulberry Street, the Urgent Care Center will offer extended hours, from 9 a.m. until 9 p.m. By moving non-emergent cases out of the Emergency Department, we expect the wait times at both facilities to be significantly less than they currently are in the ED. Check out the video for more information.

DAISY Award Winner
Congratulations to Letecia Hence, RN, of 3 North East. Letecia is JRMC’s most recent recipient of the DAISY Award for Extraordinary Nurses! Letecia was nominated for the DAISY award by one of her former patients, and she will be included in the list of winners on the national DAISY website. See Letecia receive her award by watching the video below.

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Follow Us!
Closing Thoughts from the Chief of Staff

As most of you know, December 31, 2015, will end my term as Chief of the Medical Staff of JRMC. Dr. David Lupo will assume that role and I hope that you will award him and his tenure as Chief the same courtesy, respect and cooperation that you have given me.

On December 26, 2015 and again on December 28, 2015, I toured the hospital trying to visit all the nursing units, housekeeping, the laundry department, the kitchen and food services department, maintenance and construction, the PBX operators and any other employee area that I could reach. I know that I missed many of you. JRMC is one of the largest employers in Jefferson County. This is a fact that we should all be proud of.

During that visit, I saw many familiar faces and friends from many years. I discussed how we, the medical staff, appreciate their efforts on our behalf to care for our patients. It is as simple as that. We cannot do this job without everyone in this hospital and those ranges from the transport technicians to the operating room techs and nurses, housekeeping, laundry and nurses on the various floors and wards. I hope that you will accept my heartfelt thank you for your service in taking care of our patients.

The medical staff is much more diverse than it was 28 years ago when I joined JRMC, and this in itself poses new challenges to the way we deliver medical care. The Affordable Care Act has hastened the change in the medical profession to a pace that it is really very difficult to keep up with. The same frustrations of “doing the paperwork” 28 years ago have now been converted to dealing with the computer and the EHR. The changes and challenges have come at a much more rapid pace than any of us could anticipate. This affects each of you as well as the entire medical staff, although in different ways.

The challenge facing JRMC is much the same as the challenge facing our community. Our hospital leadership, Mr. Johnson and his team, as well as Mr. Casteel and the Board of Directors have a plan for the future of this hospital and the replacement facility where medical care will be delivered in the future. Our medical center and our medical staff are extremely important to the people of Pine Bluff, Jefferson County and Southeast Arkansas. You are all part of that, and the healthcare cannot be delivered without each and every one of you. I hope that you will learn about the plan for the future and participate, helping it become a reality.

When I began as Chief of Staff two years ago, we talked about riding for the brand, loyalty and character. These are things that are still important to all of us who work at JRMC.

Thank you for this chance to serve as your Chief of the Medical Staff. It is an honor and privilege that I will not forget.

Sincerely,

John O. Lytle, M.D.
Chief of Staff 2014-2015

Dorothea Williams Retires

The staff in Labor and Delivery is saying goodbye to secretary Dorothea Williams, who is retiring after almost 42 years at JRMC. Dorothea worked with many employees over the years, and quite a few showed up for her retirement party!
**New Surgical Director**

JRMC is pleased to welcome Dru Ellis, BSN, RN, CNOR, the new Administrative Director of Surgical Services.

Dru grew up in Lonoke and received his nursing degree from the University of Central Arkansas. He has worked in several states and has held a number of positions including OR nurse, OR supervisor and director, and as a surgery analyst/consultant. Dru and his wife now live in Sheridan. Please join us in welcoming Dru to JRMC!

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**JSN Graduation**

Congratulations to all the students who graduated from the JRMC School of Nursing on December 16th! This was the final diploma class to ever be held at JRMC. All graduates will now receive an Associates degree. A new class begins in January, and a second class will start in July. Applications are currently being accepted for the July class.

![Students line up outside the sanctuary of First Baptist Church in Pine Bluff, where graduation was held. At right, JRMC President & CEO Walter Johnson looks over the program with School of Nursing Director Kathy Pierce.](image)

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**Positive Mentoring Rewards**

On December 18th JRMC announced the very first “Positive Mentoring Reward” winners. The overall winner is Robin Minchew from 3CW (not available for picture) and the random drawing winner is Carol Woolen, RN (center) from 2NW. Pictured with Carol are Administrative Nursing Director Michelle Newton, RN (left) and L & D Manager Susan Speak, RN.

Every semester, JRMC plays host to several nursing students during their clinical orientations. It’s a collaborative effort between Corporate Education and the instructors from each of the participating schools. Corporate Education creates Inquisiq accounts for the students and enrolls them in certain classes. Once enrollments are complete, the tedious task of clinical rotation scheduling begins.

During the clinical rotations, the students shadow JRMC nurses on the floors, providing students with hands-on bedside experience in patient care service. This is a critical time in the student’s education process, and also a time that the student starts forming opinions of hospitals as potential employers. Nursing students are asked to participate in an evaluation process where the students rate their clinical orientation process and recommend changes by identifying the positives and the negatives of their experience.

As a continuing effort to improve student relations and to boost the clinical experience within our hospital, Nursing Administration has “upped the ante” so to speak, by offering a rewards program identified as “Positive Mentoring Reward.” There will be two winners for each period and each winner will receive an extra $250.00 on their payroll check. The overall winner will be the nurse whose name is mentioned the most times during that student rotation period. The second winner will be selected from a random drawing containing the names of all other nurses mentioned in the student evaluations. But here’s the kicker - every time a nurse’s name is mentioned, he or she will be entered for the random drawing, increasing the odds of winning! Announcement and drawings will be in December and May, following the graduation schedule of the participating schools.

For more information on the Positive Mentoring Rewards program, contact your manager or director.
Celebrating the Season at JRMC

Volunteering for the Salvation Army

Auxiliary Tree Lighting Ceremony

The Jenkins’s Choir provided entertainment after the lighting of the tree. The Auxiliary presented the choir with a donation following the program.

Santa Claus at the Child Care Center

The Pine Bluff Fire Department sent Santa and a couple of his elves to visit with the children at the JRMC Child Care Center!
Thanks to all the managers and directors who served our Christmas meal, to our musical entertainment, and our spectacular Nutritional Services department! Thank you for making it a truly special event.

Midnight Service

A number of JRMC employees couldn’t attend the Christmas dinner because they work the night shift, so Chief Nursing Officer Louise Hickman and her staff delivered meals to the units at midnight.

Happy Holidays!!!!!
Notes from Walter

As you read this, the year 2015 is winding down to its final hours. It’s been another productive year at JRMC, full of challenges, accomplishments, and opportunities. We have been reminded on a daily basis of how important JRMC is to the community, and have continued to provide the highest quality care to our patients. In turn, we have been rewarded by seeing many of those individuals go home to resume their lives. We have laughed and cried with patients and family members, and celebrated our coworkers when they are praised for their skill and compassion. Just another year in the history of our hospital, and we will keep on making history in the years ahead. In fact, construction is expected to begin in 2019 on the new hospital facility that will replace JRMC’s current building. The next time we talk, it will be 2016, and there will be many new discoveries ahead. I look forward to experiencing them with all of you. Happy New Year.

Community Events

JRMC Urgent Care Center Ribbon Cutting
Monday, January 4
3 p.m. • 4201 Mulberry, Pine Bluff

2nd Saturday FunDay
Saturday, January 9
1-3 p.m. • Arts & Science Center

Arkansas Blood Institute Blood Drive
Wednesday, January 20
10:30 a.m. - 3:45 p.m.
JRMC Classrooms 2 and 3

28th Annual Home & Garden Seminar/Show
Friday and Saturday, February 5 and 6
Pine Bluff Convention Center
9 a.m. - 5 p.m. February 5
9 a.m. - 3 p.m. February 6

2016 Sahara Shrine Circus
Saturday and Sunday
February 27 and 28
Pine Bluff Convention Center

AARP Caregiver Survey

At some point in our lives, each of us will probably take care of someone who needs help with everyday activities. Families and friends who care for loved ones are the backbone of a care system in which Arkansans can live independently and safely at home - where they want to be.

AARP is working to ensure people can live in their homes and communities for as long as possible by advocating for more resources and services to assist those who need care.

AARP would like some insight into questions Arkansans like you have about your health and concerns you have about aging. You can help by taking this very short survey. Your responses will be anonymous; the only information we’ll collect is the answers to the questions. http://action.aarp.org/site/R/?i=G2qv8oe_rDYgL43_qmBI7Q

This information can better inform us, and ultimately policy-makers, as we work toward enhancing support for family caregivers and those who need care.