

Now

Parkland

Information and stories for Parkland employees
June 17 – June 23, 2024

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Parkland recognized as 'Best Regional Hospital for Equitable Access'

Parkland Health has been recognized for its success as a high performing hospital providing excellent care to patients in underserved communities. The list of "Best Regional Hospitals for Equitable Access" was revealed at "The State of Equity in America," held by *U.S. News & World Report* on June 5.

U.S. News identified 53 hospitals that received a Best Regional Hospital designation in 2023 and met at least two of the following criteria:

1. Had 40% or more of its patients from a community of greater socioeconomic deprivation (according to the Area Deprivation Index)
2. Served 20% or more racial/ethnic minority patients or was in the highest tier in at least 1 of 5 measures of racial and ethnic patient representation
3. Served 20% or more Medicaid patients or was in the highest tier in the measure of low-income patient representation

"The structure of the U.S. healthcare system breeds inequities in healthcare access and outcomes. At Parkland, we believe your access to necessary healthcare should not be determined by your occupation or income," said Fred Cerise, MD, MPH, Parkland President & CEO. "Health equity is central to our mission. We are fortunate to have the support of Dallas County and our partners at the Texas Health and Human Services Commission providing the resources critical for us to carry out this work."

► Help define the Human Experience at Parkland

Give your input on Parkland's Human Experience definition in this one-question survey

Parkland is committed to becoming a High Reliability Organization (HRO), one where the goal is zero preventable harm to any patient or team member. In support of our continuing efforts to provide excellent care and built a culture of safety and reliability, we are reimagining the Human Experience. Simply put, the Human Experience is what Parkland looks, feels and sounds like for every team member and every patient, at every interaction, every time. But to even further define it, we need your help.

Using [this link](#) or the QR code below, please select the Human Experience definition that you feel inspires, is easily actionable and creates an emotion:

- ICARE to deliver a compassionate caring experience – anchored in safety, quality and trust – at every moment, for every person.
- At Parkland, we are proud to serve the community by delivering safe, high-quality, compassionate care – at every moment, for every person.

We greatly appreciate your feedback as we move forward with this effort. This definition will serve as our "true north" as work around Human Experience efforts takes shape in the coming months. Parkland serves a vital public health need in our community, and we owe it to those we serve to provide the best experience possible. We look forward to working with you as we continue this journey.



Fingernail guidelines implemented for patient-facing staff

With the safety of our patients and team members in mind, Parkland's Hand Hygiene Policy has been expanded to feature fingernail guidelines for patient-facing team members. While all workforce members are expected to follow the Hand Hygiene policy, the fingernail portion of the policy applies to any healthcare personnel who provide direct patient care or those who are in the direct patient care environment.

Guidelines include:

- Fingernails should not be visible past your fingertip when hands are facing upwards.
- Nail polish, if worn, should not be chipped.
- Artificial nails*, nail jewelry (i.e., rhinestones, charms, etc.), and nail decals are not permitted.

For full details on these new guidelines, please reference [Hand Hygiene Policy – IP 2-10](#). You can also review these [FAQs](#), which also lists the roles that are exempt from the fingernail portion of the policy. For more information on this update, please contact your supervisor, Infection Prevention or Talent Management Business Partner.

**Artificial nails include acrylic nails, overlays, tips, bonding, extensions, tapes, gels, dips, inlays, wraps and any other material applied to the nail that cannot be removed by regular use of over-the-counter finger polish without soaking.*



▼ Lasting Impressions: Elen Petrosyan



Each week, “Lasting Impressions” features a Parkland employee who does exceptional work and provides excellent customer service. This week’s “Lasting Impressions” features Elen Petrosyan, Manager Clinical Nutrition.

“A trailblazer in innovation, Elen consistently demonstrates self-motivation and tenacity. Her highly skilled, associate- and patient-centered approach to Clinical Nutrition has significantly enhanced our services. Elen’s unwavering commitment to excellence and her innovative mindset make her an invaluable asset to Parkland. Thank you, Elen, for your remarkable contributions and for setting such a high standard for us all.”



Want to nominate an employee who goes above and beyond? Tell us what makes them so fantastic by emailing Employees@phhs.org or calling ext. 28048.

Nominate a deserving APRN by June 25

It’s time to submit nominations for Parkland’s 2024 Advanced Practice Registered Nurse of the Year. The Advanced Practice Registered Nurse Council is seeking nominations now through Tuesday, June 25. To submit a nomination, [click here](#).

Parkland recognizes one APRN each year for their outstanding contribution to our patients. Criteria for the APRN of the Year award are based on Parkland’s ICARE values. Honorees are recognized for their contributions toward clinical practice, professional involvement, community service, leadership, research and education. Anyone may submit a nomination.

▼ Parkland launching new initiative aimed at broadening access to family planning services

Parkland Health, in collaboration with Trust Her, an initiative of the nonprofit Child Poverty Action Lab (CPAL), is deploying a new mobile clinic dedicated to enhancing access to family planning and women’s health services in Dallas. The Women’s Wellness Mobile Clinic will be stationed at Dallas College campuses throughout the county.

This new program, aimed at serving the health and reproductive planning needs of young adults, was unveiled during a ribbon-cutting ceremony last month at Dallas College Mountain View Campus.



Funded entirely by philanthropic dollars with a lead gift from Communities Foundation of Texas’ W.W. Caruth, Jr. Fund and generous donations to the Parkland Health Foundation, this mobile clinic represents a major step forward in addressing the need for accessible family planning and sexually transmitted infection (STI) screening services in the region.

“This new women’s wellness mobile clinic underscores Parkland’s continued dedication to meeting the diverse needs of women and girls across Dallas County, and the critical role philanthropy coupled with public resources plays in improving access to high-quality healthcare,” said Michael Horne, EdD, MPP, president and CEO, Parkland Health Foundation. “We are incredibly grateful for our partners at CPAL and the other philanthropic investors who have made this possible.”

By leveraging the medical expertise of Parkland and the resources of Dallas College and Trust Her, this partnership seeks to break down barriers to healthcare access and empower individuals to take control of their reproductive health. The mobile unit will offer a comprehensive range of services, including contraceptive counseling, STI screenings, sexual health education and more. Staffed by a multidisciplinary team of advanced practice providers, nurses and financial counselors from Parkland, it will serve as a vital resource for individuals seeking confidential and compassionate care.

“We are excited to unveil this innovative mobile unit, which represents the ongoing commitment to promoting reproductive health and wellness in our community,” said Carmen Bowling, DNP, RN, Senior Vice President, Women & Infants Specialty Health (WISH). “Parkland has long been dedicated to providing quality care to the Dallas community at every stage of life, and this is just another tangible example of that promise.”



Learn more about your Employee Assistance Program (EAP)

Parkland Benefits and Employee Health & Wellness will host two events this June giving employees the opportunity to learn more about the EAP program. Stop by the Parkland Cafeteria from 11:30 a.m. to 2 p.m. on Thursday, June 20, or from 7 to 11 a.m. on Thursday, June 27, for the opportunity to speak with representatives from Cigna and ComPsych EAP about free visits available to you for confidential emotional support, work-life solutions, legal guidance and financial resources. All Parkland employees and their eligible family members can choose between ComPsych (five visits and Cigna (three visits) for a total of eight EAP visits* at no cost in 2024.

**If an employee opts to use all eight visits with the same provider, it's necessary to confirm that the provider is in-network with Cigna and is a participant in both ComPsych and Cigna programs to guarantee that the employee can consistently see the same provider.*

Onward & Upward

8 Med/Surg: Aleisha Johnson, Hailey Miller and Shaniya Rolfe to Registered Nurse – Medical/Surgical Inpatient

Bluitt Flowers Health Center: Berenice Celimundo to Senior Medical Practice Assistant

Burn Acute Care: Allysa Garza and Elsie Guardiola to Registered Nurse – Medical/Surgical Inpatient

Burn Intensive Care: Alina Ruiz to Associate Manager, Nursing

Clinical Informatics: Gary Michel to Nursing Informatics Specialist

Emergency Department: Keara Hudson to Registered Nurse Specialist – Emergency

Environmental Services – Ambulatory: Lykara Mitchell to Environmental Services Technician

Epilepsy Monitoring Unit: Raheela Aftab to Registered Nurse – Medical/Surgical Inpatient

General Medicine: Douglas Bethuram, Sebastian Hernandez, Estefania Montemayor, Esperance Ndri Ndaya, Adrianna Ortiz, Reba Perkins and Jessica Taylor to Registered Nurse – Medical/Surgical Inpatient

General Medicine/Cardiology: Evelia Rojas to Patient Care Assistant

Hospitalist A: Ashley Hernandez and Melissa Mathew to Registered Nurse – Medical/Surgical Inpatient

Hospitalist B: Oscar Campos, Savannah Duke, Jhoanne Krizle Shoda and Liliana Ramirez to Registered Nurse – Medical/Surgical Inpatient

Hospitalist Medicine: Hyeonji Kim to Registered Nurse – Medical/Surgical Inpatient

Labor & Delivery: Michelle Mandujano to Unit Technician

Material Services: Oscar Cervantes Espinoza and Christopher Cornejo to Senior Supply Chain Distribution Technician

Neuroscience Acute Care Unit: Maria Elena Lovato to Registered Nurse – Medical/Surgical Inpatient

Neonatal ICU Administration: Natasha Pierce to Associate Manager, Nursing

Observation Unit: Guadalupe Montiel to Registered Nurse – Medical/Surgical Inpatient

Ortho A: Kelly Avalos, Rebecca Eaton, Carmen Kosik, Luz Martinez Barcenas, Ryan Milby and Alejandra Pena to Registered Nurse – Medical/Surgical Inpatient

PFS Revenue Integrity/Clinical Data Management: Anissa Cloud to Senior Revenue Integrity/Clinical Data Management Analyst

Plastic Surgery: Fatima Guerrero, Yasmin Lozano, Shakoja Mosley and Michelle Rivera to Registered Nurse – Medical/Surgical Inpatient; Maria Sierra to Associate Manager, Nursing

Radiology – Nuclear Medicine: Julie Eberting to Nuclear Medicine Advanced Associate

Talent Management Consulting: Ann Sanders to Talent Management Business Partner

Transfusion Services: Madhusudhana Palanivelrajan to Medical Technologist – PRN

Retirements

- Olufunmilayo Babatunde, Unit Technician, Mother/Baby B
- Martha Gutierrez, Business Support Specialist, COPC Administration
- Donna Kinney, Coding Specialist II, Pro-Fee Coding
- Deanna Pearce, Senior Registered Nurse Specialist, Neonatal Nursery ICU
- Bich Thuan Huynh, Environmental Services Technician, Environmental Services – PMH



Parkland

Care. Compassion. Community.

Parkland Now is published by the Corporate Communications department at Parkland Health.

Please note the submission deadline for each issue of Parkland Now is by the end of day each Monday.

To publicize your news in Parkland Now, please send all submissions to Employees@phhs.org or call ext. 28048.

PARKLAND EMPLOYEE WOMEN'S WELLNESS CENTER

Your trusted team for

WOMEN'S HEALTH



Kimberly Spoons, MD

Stephanie Chang, MD

Julie Lo, MD

As the newest provider to join our team, Dr. Chang's expertise brings expanded services and care to our clinic.

Providing all your women's health needs:



PREVENTIVE CARE

Well-woman visits



MATERNITY CARE

Prenatal care including high-risk pregnancies



GYNECOLOGICAL ISSUES

(abnormal uterine bleeding, fibroids, and more)



WELLNESS AND SUPPORT

Mid-Life and Menopause Transition



MINIMALLY INVASIVE

Gynecologic Surgery



FAMILY PLANNING

Contraception Care



SOCIAL WORK

and Care Coordination Support



ULTRASOUNDS

and Lab Services



STI TESTING

and Treatment



DELIVERIES

only with our providers and midwives



"I am incredibly grateful for the exceptional prenatal care I received at the Employee Women's Wellness Center and my wonderful delivery experience at Parkland Hospital."

CECILIA DUSEK



Parkland Employee Women's Wellness Center

WISH Building
5200 Harry Hines Blvd.
2nd Floor | Clinic 02-165
Dallas, 75235

Hours

Monday – Friday
8 a.m. – 5 p.m.

Call **469-419-1010** to schedule your visit today!

Follow us on social media!

@ParklandHealth

PARKLAND EMPLOYEE
WOMEN'S WELLNESS CENTER

Learn more about your family planning benefits!¹

- **Maternity Care Program**

Employees with Parkland Cigna insurance may enroll in the Healthy Pregnancies, Healthy Babies Maternity Care Program preconception or in their first or second trimester to receive pre-pregnancy and/or prenatal coaching, support and resources. To enroll, go to myCigna.com or call 800-247-4433.

If you participate in the program, go to the Employee Women's Wellness Center for routine doctor's visits during pregnancy and deliver a healthy baby at Parkland, **you'll pay \$0 for all services***, including anesthesiology and facility charges.

** If you enroll in the HDHP, you must meet the calendar year deductible prior to your delivery to qualify for these incentives.*

- **Maternity Checklist**

Use this checklist to help you prepare and provide you with resources that may be useful while on maternity leave.

[Download the checklist.](#)

- **Disability**

Employees and their spouse are eligible for disability benefits after delivery (or before due to medical necessity) of a baby. Read more about your options for the Disability Buy-Up Plan to increase your benefit amount and Disability Buy-Down Plan to decrease the waiting period at <https://parklandbenefits.org/benefits/disability/>

Read more in the [Disability Plan Document](#)

- **FMLA Procedure**

Eligible employees may be able to take an unpaid Family and **Medical Leave (FMLA) of up to 12 weeks**, in any 12 months for certain situations, such as the birth of a child or if you have a serious medical condition. Contact your manager as soon as you're aware that you need a leave of absence, then **call Sedgwick at 844-263-3117** or visit timeoff.sedgwick.com to initiate a leave request.

How does PTO fit in? All Parkland employees are required to use PTO while off work (except for military leave). If you are receiving disability pay, any PTO you have will offset the remainder of your normal base pay.

- **Adoption Benefits**

Active employees who have six months or more of service at Parkland are eligible for the Adoption Assistance Program if they meet criteria at the time of the Adoption Assistance Program request and at the time the expense is scheduled for reimbursement.

The adoption assistance benefit will reimburse up to \$10,000 to eligible full-time employees and up to \$5,000 for eligible part time with benefits employees per adoption after the adoption is final. * Eligible employees may be able to take Family and Medical Leave (FMLA) for adoption or placement of a child.

* If an employee and their spouse both work at Parkland only one employee can be reimbursed under this policy.

Read the [Adoption Assistance Policy Here](#)

- **Fertility Benefits**

Employees enrolled in the health plan (PPO or HDHP) have up to a **\$20,000 lifetime maximum*** for infertility benefits that are integrated with your pharmacy benefits and cover a wide range of treatments and services.

- If you are in the HDHP, you must first meet your deductible before the HDHP will begin paying benefits based on the tier of the provider that you use.

- **Back-up Care at Annie's Place**

Employees who have shifts scheduled on Saturdays or Sundays can utilize Annie's Place for FREE short-term, back-up childcare.

Enroll in the weekend care program ahead of time and reservations are available on a first-come, first-serve basis.

Learn more at anniesplacecares.org/weekendcare

- **Lactation Resources**

There are lactation rooms located throughout Parkland's facilities, including New Parkland Hospital, Moody Outpatient Center, WISH Clinic, Logistics Building, and Ron J. Anderson Clinic. To register for badge access to lactation rooms, **submit an ePAR in the Self-Service Portal**. Under Application Category, select "Door Badge Access," then choose "Lactation Rooms" under Application. When you're done, click Submit. For ePAR assistance, call the Help Desk at (214) 590-5999.

Employees may utilize the Newborn Lactation Clinic on the first floor of the WISH building (NPC 01-171) for lactation support. Call 469-419-1304.

Employees with Parkland Cigna insurance qualify for a breast pump at no additional cost after 28 weeks' gestation. **Learn more and find a Cigna approved breast pump provider.**

- **Dependent Flexible Spending Account**

Parkland offers a special incentive to assist with childcare for your dependents. Parkland will contribute 25% of the amount that you contribute to the Dependent Flexible Spending Account. The max contribution per year is \$5000 (\$4,000 from you and \$1,000 from Parkland). Learn more at <https://parklandbenefits.org/benefits/flexible-spending-accounts/>

- **Changing your Benefits Life Events**

Qualified life events or employment status changes allow you to change your benefit elections during the year if you notify the Benefits department within 30 days of the event. These might include changes to your marital status, your dependent eligibility status, your spouse's coverage or employment status, or your own employment status.

Learn more at <https://parklandbenefits.org/start-here/qualified-status-changes/> or contact **OTM Shared Services at 469-419-3000 (ext. 7-3000).**