Together, This Group of Central Region Colleagues Has Lost a Whole Person

Since January 2016, employees across Hartford HealthCare have been on a weight-loss journey. Through Weight Watchers, weight-loss surgery, medical weight loss or simply by remembering to choose the stairs instead of the elevator, we’ve collectively shed thousands of pounds. This is the story of three co-workers in one HHC department who have lost a combined total of 235 pounds since they started their efforts in early 2016 — two with Weight Watchers, one with surgery. As they proudly put it: “We’ve lost the equivalent of a whole person.”

Wendy Rowland, PA
I would tell my patients it would not hurt to lose 15-20 pounds. I felt like the biggest hypocrite in the world.

Lizabeth Castellano, practice manager
I wanted to be done with the yo-yo weight, the up and down and the 25 different sizes in my closet.

Robin Chasse, medical assistant
I just came back from Disney and it was great not to have to worry about the seatbelts in the rides or the plane.

Wendy’s favorite holiday eating tip: For parties or family picnics, I bring a huge bowl of fruit. Instead of going for the cake, I go for the fruit.

Liz’s favorite weight-loss tip: Pack lots of healthy snacks and eat a little bit at a time throughout the day.

Robin’s secret to success: It’s all about portion modification. Weight-loss surgery is a tool to help you make healthier choices.

Read their stories on page 2. >>
Like so many of us, Wendy Rowland’s weight gain crept up on her. She’s a physician’s assistant in a busy practice with a husband and two active teenagers at home.

Then she took a close look at a family photo. The mom in the photo stood five-feet, five inches tall and weighed 250 pounds. It suddenly struck Wendy that the heavy woman in the photo was HER.

She never approached weight loss seriously until 2016, when Hartford HealthCare started offering Weight Watchers memberships at no cost to employees and a few of her co-workers in the Occupational Health Department at The Hospital of Central Connecticut decided to give it a try.

She chose an online membership and downloaded the Weight Watchers app on her phone. She was surprised to learn how much reading other members’ stories inspired her. She used the Weight Watchers label-reader app to help her make the right choices at the supermarket, and learned that some foods she thought were healthy are actually packed with sugar and fat.

After almost two years using Weight Watchers, Wendy now weighs in at a healthy 161 pounds and her patients frequently ask her how she did it. Motivated by her success, several of her patients have been losing weight too. Instead of feeling like a hypocrite, she’s now serving as an inspiration. Read the full story.

Robin Chasse, medical assistant
Robin Chasse’s chronic back pain was her motivation to lose weight. She has suffered since her daughter was born 13 years ago and finally was ready to do anything it took to feel better.

One year ago, Dr. Edward Hannoush used surgery called laparoscopic sleeve gastrectomy at MidState Medical Center to significantly reduce the size of her stomach. Hartford HealthCare employees and their covered adult dependents with a Body Mass Index (BMI) of 30+ are eligible for weight-loss surgery when they seek care at the Hartford HealthCare Medical Group Centers for Surgical Weight Loss.

She said the recovery was more painful than she expected, but she has no regrets. She has shed 75 pounds from a pre-surgery weight of 260 and still meets with a nutritionist to help her choose foods and portion sizes that will help her slim down even more. Best of all, she says, her back pain is manageable.

Since the surgery, Robin has started nursing school at Goodwin College, making it difficult to get to the gym as often as she’d like. But she tries to continue the lunchtime walks with her colleagues and she feels like the days of squeezing into an airplane seat or being too big for amusement park rides are a distant memory.

“I feel fabulous,” said Robin, who stands five-feet, three-inches tall. “I fit into smaller clothes and I now can do a lot of things I couldn’t do before.”
The holidays are a special time to enjoy the company of family and friends — and that often means sharing meals together. With so many events and celebrations, the holiday season can sometimes feel like one continuous splurge on the cookies, cakes and candies that fill our homes and workplaces.

The holiday season isn’t the best time to start a diet, but it is a good time to practice weight control. Follow these tips to have a happy and healthy holiday season.

**Make a plan**
- Make a list of all your holiday parties and events.
- If possible, think about what you will be eating at the event and plan accordingly.

**Avoid starving yourself before a party**
- Have a low-calorie, high-fiber snack before leaving for the party to help curb your appetite.
- Don’t skip meals on the day of the party.

**Keep temptation to a minimum**
- Socialize away from the table.
- Keep a low-calorie drink such as a diet soda or seltzer in your hand.

**Remember it is better to give than to receive**
- If you host a party, send the guests home with leftovers.
- If you receive food as a gift, enjoy some and then share with others.

**Always bring a healthy dish**
- Bring a dish with vegetables that you can fill up on while indulging in smaller amounts of the higher-calorie items.

**Keep alcohol consumption to a safe limit**
- Alcohol can contribute a lot of extra calories, so try mixing with seltzer or other no- or low-calorie drinks to help cut back.

**Don’t start a weight loss plan**
- A good plan for the holidays is weight maintenance.
- Resume more intense weight loss plans right after the holidays.

**Keep active**
- To control your weight and reduce stress, make regular exercise a part of your holiday schedule.

**Most importantly, enjoy yourself and remember that moderation is key.**
Christine Werner

Title: Manager Quality Analytics
Department: Quality Management
My job is to: Manage data and projects related to quality and patient safety.
Degree: BSN, University of Vermont.
Home (is where the heart is): Simsbury, Ct.
Which of the 10 H3W Leadership Behaviors would you like to get better at this year and why? Respect and leverage separate realities. My team is very skilled and highly productive, but their individuality is the key to our success.
A great manager always: listens first.
A great manager never: assumes anything.

What her staff says:
• Chris is compassionate and caring for the individual employee which leads to better employees for the organization. Her attitude inspires one to be an even better employee.
• Chris’ ability to stay calm and give concise directions allows a chaotic situation to be quelled and resolution to be achieved.
• She encourages all of her team members to grow personally and professionally, to learn more and to contribute to the team.
• Chris is always willing to listen to ideas that will benefit the team which, in turn, benefits the organization.

7 Questions
1. What did you want to be when you grew up? An Olympic figure skater, a teacher and a pediatric nurse.
2. A successful day at work is when I can make a difference in some small way for a team member.
3. What do you do for fun? I enjoy spending time with my friends and family hiking, kayaking, skiing, tennis, playing backyard games and having campfires.
4. Words to live by: In a world where you can be anything, be kind.
5. Best advice anyone has given you? “You will be happier when you give a bit of your heart, not a piece of your mind.” — My mother
6. My life would be meaningless without: My family. I love my husband and three awesome children and our dog with all my heart. I have six siblings, 21 nieces/nephews, parents who still live in the house where they raised us, and in-laws who I enjoy spending time with.
7. What is your secret weapon? A smile goes a long way.
Connect to Healthier podcasts provide FREE, on-the-go listening and feature patient stories with HHC expert commentary. Listen anytime, anywhere using the Stitcher app. Don’t have Stitcher? Download it free today at Stitcher.com or in the app store. It’s also available on itunes and Hartfordhealthcare.org.

Congratulations
Compliance Week Winners

The Office of Compliance and Integrity celebrated Compliance Week Nov. 6-10 by visiting HHC locations to talk about compliance and privacy.

More than 1,400 staff, more than previous years, visited the OIC roadshow to hear more about this year’s theme of integrity and enter to win prizes.

Congratulations to the grand prize winners: Valerie Golebiewski, Heather Nordmark, Denise Allaby, Maria Gonzalez, Jessie Udeen and Lisa M. Martin. Grand prize winners took home prizes including bluetooth speakers, an Echo Dot, iPhone, iPad and a Samsung tablet.

Dunkin' Donut gift cards were also given to those who correctly answered the daily compliance quiz on HHC Connect. Congratulations to: Brian Chaffkin, Hilary Maynard, Leah Goldberg, Andrew Jeffery Stofko, Amy Heuschnieder, Judy Hartman, Marilyn Robidoux, Hannah Goodwin, Ray Shaw, Prital Patel, Stephanie Greaney, Mary Ellen Dowd, Gina Holik, Josie Miller and Terry Simmons.

Join Me
at HHC

Do you know someone who would love working at HHC? Refer an external candidate for one of the following positions and receive a bonus of up to $3,000:

- Nurse Practitioner (APRN) / Physician Assistant (PA-C)
- Nurse Manager
- Specialty Registered Nurses (Operating Room, Emergency Room, Critical Care, Homecare) *One-year experience required
- Physical Therapist / Physical Therapy Assistant
- RN Case Coordinator
- Speech Language Pathologist
- Medical Technologist/ Cytotechnologist/Histotechnologist
- Licensed Clinicians (LCSW, LPC, LMFT, LADC)
- Licensed Clinical Psychologists (PhD, PsyD)
- Surgical Technologist

Learn more on HHC Connect, hhcconnect.org

Compliance Quiz
Thanks, But No Thanks

A new patient is brought up to your unit from the OR. During her stay, you strike up a great relationship. On the day of discharge, you bring her down in a wheelchair, where her spouse is waiting. The spouse says he cannot thank you enough for all that you have done and hands you a wrapped gift as an expression of appreciation. You indicate you cannot accept the gift. He tells you it is an expensive watch, and it is from him not his wife. He insists, saying it is a holiday gift.

What do you do?
1. It is the holidays and money is tight — accept it and head to the pawn shop for Christmas shopping money.
2. Indicate you appreciate the intent and politely explain that HHC policy prohibits you from accepting it.
3. Go back to your unit and ask you supervisor if you can accept the gift.
4. Take the gift directly to your car and don’t mention anything to anyone.

Find the Compliance Quiz answer on page 7.
The compliance quiz is brought to you by the Hartford HealthCare Office of Compliance and Integrity.

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Surgery on the shoreline. Hartford HealthCare and the Constitution Surgery Alliance celebrated the opening of Constitution Surgery Center East this month with a ribbon-cutting at the new, 22,000-square foot, state-of-the-art facility that will offer outpatient surgery options for patients in Waterford. Read more.

Kudos to Kumar. Dr. Ajay Kumar, the chief of the Department of Medicine at Hartford Hospital, has been named vice president of medical affairs for the Hartford Region effective Jan. 1. Read more.

Breaking the silence about suicide. That was the overarching message recently when a team of experts from Hartford HealthCare’s Behavioral Health Network (BHN) hosted a public screening and discussion about the Netflix series “13 Reasons Why” at Norwich Free Academy in Norwich. Read more.

Accountability award. Congratulations to the Hartford HealthCare Center for Healthy Aging on receiving the Social Accountability Award of Excellence from LeadingAge Connecticut. Read more.


DAWN of a new era. A new treatment offers hope for certain stroke patients. Learn more about it on our new TV feature, Advances in Health.

Heading Northwest. The state Office of Health Care Access has approved the Certificate of Need for the affiliation of Hartford HealthCare and Charlotte Hungerford Hospital (CHH). Read more.

A fond farewell. Hartford Hospital hosted a retirement party on Dec. 5 for Dr. John F. (“Jack”) Greene, vice president of medical affairs. Greene, who has been has Hartford Hospital since 1983 will retire Dec. 30.

CEOs to Know. Hartford HealthCare’s very own Elliot Joseph was named to Becker’s Hospital Review list of nonprofit hospital and health system CEOs to know. Read more.

Do you have a
Gold Medal Manager?

The Gold Medal Manager recognition spotlights managers who model the H3W leadership behaviors, demonstrate excellence in managing their teams and deliver high-quality results.

Selected managers will be honored quarterly.

For details about the program and to nominate a manager, visit HHC Connect.

Attention Providers:
Electronic Prescribing of Controlled Substances


If you wish to prescribe controlled substances that are going to outside/retail pharmacies only (not hospital inpatient pharmacies) on or after Jan. 1, you must register in person at a Hartford HealthCare location and install an app on your smartphone that will be used for the new prescription process.

Registration will take place through Dec. 31. For more details and a schedule of in-person registration sessions, please visit http://hartfordhealthcare.org/EPCS.

Compliance Quiz Answer: 2. Find more details in the Gifts Between Patients, Patients’ Families or Visitors and the HHC Community Policy.