

THE Connection

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Number 11

Donations Needed at Spring Blood Drive

A blood drive will be held from 9 a.m. to 3 p.m. on Thursday, May 20, in Shuffield Auditorium on the BHMC-LR campus. Free first aid kits and sports bottles will be given to all donors. No appointment is required. Please bring photo identification.

Babysitting Course Offered at BHMC-LR

The Safe Sitter babysitting course is a hands-on class that teaches boys and girls ages 12 to 14 years to handle emergencies when caring for children. Safe Sitter participants learn what to do when a child chokes, how to call for emergency help, basic child-care skills, how to entertain children, child and sitter safety, and babysitting business skills. This course offered by the Grace Steuri Women's Forum will be held from 9 a.m. to 3 p.m., June 17-18 in the Women's Resource Center in the Hickingbotham Outpatient Center at BHMC-LR. The cost is \$75. For more information or to register, call BAPTIST HEALTH HealthLine at B-A-P-T-I-S-T (227-8478) or 1-888-B-A-P-T-I-S-T.

Cardio Conference Targets Professionals

The American Heart Association will present a cardiovascular conference on Monday, May 24, at the Chenal Country Club in Little Rock. Registration begins at 8 a.m., and the conference concludes at 11:30 a.m. The fee is \$50 and includes a continental breakfast and lunch. The featured speakers will cover topics on "carotid endarterectomy and stenting" and "new approaches to stroke treatment." For more information or to register, call 375-9148.

Awareness Is Focus of Osteoporosis Luncheon

An osteoporosis luncheon will be held from noon to 1 p.m. on May 27 in the J.A. Gilbreath Conference Center at BHMC-LR. Dr. Tad Pruitt will speak on the disease, its prevention, and treatments as part of the program for National Osteoporosis Awareness Month. The cost is \$10, and lunch is provided. Arthritis seminars will be held from 10 to 11 a.m. in the J.A. Gilbreath Conference Center, Room #20, at BHMC-LR on May 27 and June 23. To register for either of these events, call BAPTIST HEALTH HealthLine at B-A-P-T-I-S-T (227-8478) or 1-888-B-A-P-T-I-S-T.

BHMC-LR Auxiliary Installs Officers, Donates Record Amount in Grant Awards

The BHMC-LR/BHRI Auxiliary recently held its spring general membership meeting at the new Immanuel Baptist Church and held the installation of the 2004-2005 auxiliary board officers.

Officers for the coming year are Leslie Wilfong, president; Betty Wilfong, president elect; Willie Oates, first vice president; Jonnell Mitchell, second vice president; Earnestine Camp, recording secretary; Bobbie Lackey, corresponding secretary; Jack Keilch, treasurer; Charlene Hardcastle,



Doug Weeks, senior vice president of BHMC-LR/BHRI, accepts a check, which represents the more than \$100,000 the BHMC-LR/BHRI Auxiliary provided for grants in 2003-2004, from Jonnell Mitchell (center), outgoing president of the BHMC-LR/BHRI Auxiliary.

historian; and Beth Nelson, parliamentarian.

Outgoing auxiliary president Jonnell Mitchell presented a check to Russ Harrington, president of BAPTIST HEALTH, and Doug Weeks, BHMC-LR/BHRI senior vice president and administrator, which was symbolic of the record-setting grant awards totaling \$100,032 given to the Little Rock hospitals, schools, and home health network of the BAPTIST HEALTH system.

A total of 87 different grants were funded by the auxiliary. The grants ranged from \$85 for teaching materials to \$7,500 for lap top computers. The following is a list of all grants \$2,000 and above:

- **Foundation** Meditation Garden (\$5,000)
- **BHMC-LR/BHRI** Bariatric High Capacity Scale (\$2,000)
Stryker Stretcher (\$3,200)
Portable Sealer System-Composeal Mobilea (\$3,220)
AverPack 300 and Digital Projector (\$2,500)
3 Stands/Plastic Umbrella Bags for Hospital Guests (\$3,500)
Pharmaceutical Relief Fund for Indigent Patients (\$2,100)
- **BHSNAH** 3 Blood Pressure Assessment Tools RN School (\$2,250)
Venipuncture Training Aids (\$7,020)
Film Viewing Station with Mobile Stand (\$2,380)
Historical Wall Display RN Archives (\$3,420)
Visual Presenter for Nursing School Classes (\$3,102)
- **BH Hospice/Home Health** 4 Portable Protime Meters (\$4,348)
5 Fujitsu Lap Top Computers-Point of Care Devices (\$7,500) ❖

Employee Wellness Testing Begins in June

By Susan Bona, Health Management Center Coordinator

Once again the employee wellness program, which BAPTIST HEALTH has been offering its employees since 1993, begins in June.

Initially, an independent organization contracted to conduct testing and the reporting of results. Since 2000, we have managed our own wellness program, which is an excellent benefit for BAPTIST HEALTH employees.

First, it gives us a valuable health and wellness assessment valued at over \$300. Secondly, employees who complete all requirements of the program receive \$120 credit over the year.

The components of the program include: (1) the health survey; (2) the physical testing; and (3) the wellness classes.

The health survey will take 6 to 10 minutes to complete. The survey can be accessed by phone or on EmployeeNet. The survey identifies risk factors and lifestyles that can put the employee at greater risk of suffering disease. To access the survey on EmployeeNet, go to "Information" then to "Healthline," and then to "Employee Wellness." Survey phone information is 202-7711 or 1-866-372-4020. Both surveys will be available June 1.

The physical testing includes measured height, weight, blood pressure, carbon monoxide level, and blood work. The height and weight are put into a formula to calculate BMI or body mass index, which is an indication of appropriate body weight. The carbon monoxide level is especially helpful to encourage smokers to seek smoking cessation assistance. The blood work is

a chemistry panel consisting of Lytes, Glucose, BUN, Creatinine, Uric Acid, Total Protein, Albumin, Phosphorous, Total Billirubin, Indirect and Direct Bilirubin, SGOT, SGPT, LDH, and a Lipid Profile, which includes Cholesterol Triglyceride, HDL and LDL. In addition, employees can choose to have a hsCRP, which may indicates risk of heart disease, for a small fee of \$15.

As last year, first time participants in the employee wellness program will receive a \$5 gift certificate to Wal-Mart. In addition, spouses and adult dependents can take part in the program for only \$10.

Each person will receive an individual summary report with his or her results. The information is strictly confidential. No one else receives your personal information.

If the employee is identified as having three risk factors, they must attend the Employee Wellness Class to complete the process to be eligible for their credit. In 2003, 2,900 employees participated in the program. Out of these participants 446 were identified as having three areas of risk. These employees benefit from first realizing they have areas of high risk and then by utilizing principles taught in the classes to change these areas of risk.

Employees are encouraged to take personal responsibility and partner with their physician to be as healthy as possible. Follow-up after results is very important in making positive lifestyle changes and when the real benefits of employee wellness begin. ❖

Upcoming Employee Wellness Testing Dates

June 2	8 a.m. to noon	Patient Accounts
June 3	7:30 to 11 a.m.	Parkway Village
June 8	7 to 11 a.m.	BHMC-Heber Springs
June 9	7:30 to 11 a.m.	Autumn Road

BH Hotel Reopening on Memorial Day

The BAPTIST HEALTH Plaza Hotel on the BHMC-LR campus will reopen on May 31 after undergoing a major renovation project.

Everything in the hotel has been completely remodeled and redecorated. The amenities now include wireless Internet Service, built-in hair dryers, in-room safes, complimentary coffee in the hotel lobby, and smoke-free rooms.

The BAPTIST HEALTH Plaza Hotel provides a level of convenience to the BHMC-LR campus for patients and their family members that is unmatched by any other area hotel. For more information or to make a reservation, call 501-202-9606. ❖

Additional Gross Pay Reflected on Pay Advice

According to Human Resources, an addition of \$108.28 will be included on most employees' gross pay for this pay period. This amount is required to reflect the payment of the \$100 bonus given to employees on March 30. The additional \$8.28 is added as a result of BAPTIST HEALTH paying the employee's portion of the FICA/Medicare costs. This does not change this pay period's gross earnings, take home pay, or taxes withheld from employees. ❖



Baptist Health

BHMC-Heber Springs Participates in Bioterrorism Drill

BHMC-Heber Springs recently participated in a biological weapons tabletop exercise. The Arkansas Department of Health, 61st Civil Support Team of the Arkansas National Guard at Camp Robinson, the Arkansas Department of Emergency Management, and other local officials also participated in the exercise.

The exercise was developed and carried out to address operational and policy level responses to a public health emergency in north central Arkansas. The exercise was intended to provide an opportunity to

explore a range of options and possible approaches in the event of an actual emergency. The objectives of the exercise were to test the decision making process; identify areas for refinement; review interaction and cooperation between local, state and federal agencies; identify the strengths and weaknesses of local resource coordination; develop cooperation between medical and criminal investigation; access medical capabilities; and test media response plans. ❖



TV Icon 'Carol Brady' Will Be Featured Speaker at Amazing Spirit Awards

Television star Florence Henderson, best known for her work as Carol Brady on "The Brady Bunch," will be the featured speaker at the second annual Amazing Spirit Awards luncheon on Aug. 26.

Henderson has made countless appearances as an actress, host, and guest on television, in movies, and in plays during her long career in Hollywood. Henderson will give a presentation that incorporates her fascinating personal story as part of the awards luncheon.

Nominations are currently being accepted through June 18 for the Amazing Spirit Awards. Anyone may submit nominations for this award for seniors who are staying healthy and active by pursuing their careers, their hobbies, or taking an active role in their communities or families.

The awards luncheon in August will honor this year's winners of the award. The luncheon begins at

11:30 a.m. in the J.A. Gilbreath Conference Center on the BHMC-LR campus. Tickets are \$10.

To get a nomination form or to order tickets for the awards luncheon, call BAPTIST HEALTH HealthLine at B-A-P-T-I-S-T (227-8478) or 1-888-B-A-P-T-I-S-T.

Nomination forms are also available by visiting the BAPTIST HEALTH web site at www.baptist-health.com.

BAPTIST HEALTH 55Plus Services created the Amazing Spirit Awards last year as a new recognition program to honor people ages 55 and older who are active in their chosen careers or hobbies and serve as an inspiration to the community.

BAPTIST HEALTH offers the best in preventative and wellness services and salutes those who embrace life by remaining active, healthy, and focusing on personal growth at 55 and beyond. ❖



Employees Raise Funds for American Heart Walk



About 360 BAPTIST HEALTH employees raised more than \$15,000 for the American Heart Association by participating in the Heart Walk held last month.

BHMC-Little Rock provided 280 runners and walkers, and BHMC-North Little Rock added 80 more. However, BHMC-NLR was the winner in monetary contribution, accounting for \$10,772 of the BAPTIST HEALTH total. Many of the entrants were "virtual walkers," meaning that they did not actually walk the 3.1 mile course, but signed up and paid the entry fee to show their support for the cause. ❖

Annual Employee Appreciation Day



Employees spoon on the toppings to build their own sundae or banana split at the annual Employee Appreciation Day event held systemwide as part of National Hospital Week May 9-15. As in the past, Yarnell's donated the ice cream for the celebration. Employees also received an appreciation gift, which was a black rolling backpack. ❖



Remember Your New ID Number!

Do you remember your employee identification number?

Recently BAPTIST HEALTH, at the request of employees throughout the system, replaced all Social Security numbers with a unique, random employee ID number. You received a letter with your number in the mail in April.

If you don't remember your number, you can:

- Look at your most recent pay advice, just below your name
- Contact your supervisor, who has updated lists of employee numbers for their areas of responsibility
- Call your local Human Resources office

It is a good idea to memorize your employee number.

You will use it often within BAPTIST HEALTH. ❖

Free Coupons Available for Travelers Baseball

The Arkansas Travelers are offering free nights for nurses (Thursdays) and for BAPTIST HEALTH employees (Tuesdays) throughout the season. Simply pick up a coupon from your Human Resources office and take it along with your ID badge on one of the designated games to take advantage of this free offer. ❖

Chaplain's Corner

It'll Be All Right

By Kay Hardin, Chaplain, BHMC-NLR

When I was 4 years old, I was afraid of basements (all those ugly pipes in the ceiling — they might burst!), but I loved attics. One day Pop decided he needed something up in our attic. I was in the back of the house when I heard that wonderful screechy sound of metal coils stretching out as the wooden stairway was unfolded. The attic stairs were located in the den ceiling. And on that particular day my grandmother laid on the sofa in the den with a cold washcloth over her eyes suffering from one of her migraines.

One time before, Pop had taken me up in the attic to see what it was like. He had floored the attic all down the middle, which made it easy to walk the aisle and look on both sides for treasures that only a little girl could want. Up there I saw some of my old, discarded toys which, of course, made me want to play with them again. I also saw my mother's roll-top desk she had when she was a little girl. I loved that roll-top desk and wanted it for my own.

But I was seriously warned never, never to go into the attic without permission or else I could fall off the stairway, or, even worse, I could fall through the ceiling. They made it sound like attics swallowed little girls whole! But that didn't scare me. I quietly lived for the day when I could get back up there and explore all those hidden treasures.

And that day had arrived. The stairs were unfolded and ready. Pop was somewhere far down the attic aisle. Although my grandmother was too close for comfort there in the den, I felt I could sneak by because her eyes were covered and her mind was clouded due to her suffering condition. I tiptoed past her on the sofa. I put one foot up on the stairway and then another.

I began to climb that stairway to happiness only to hear my grandmother mumble out from under her wet washcloth, "Kay, do not go up those stairs." I stopped for a brief second to survey the situation. She had not moved. She only spoke. She remained in a

weakened condition on the sofa. I proceeded on to the next step and then the next. That's when she peeled off her face cloth, rose up from her sickbed on one elbow, looked straight at me and hollered out to Pop upstairs, "John Harold do something! Kay is trying to come up these attic stairs!!"

I stopped in my tracks, turned to face my grandmother, and with my 4-year-old index finger pointing straight at her I declared, "I'm going up and it will be alright." Then I turned and went on up, and I got to play at that little roll-top desk that I loved.

My grandmother always thought that was a cute story about her very determined little granddaughter. After all, everything turned out "all right" — I didn't fall off the steps or through the ceiling or even get spanked.

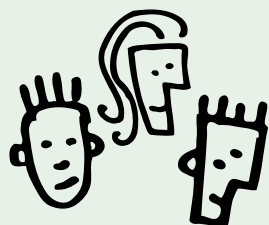
Yet not all stories in our lives are so cute or work out so well. Sometimes the report comes back showing that the tumor is malignant. Sometimes the gas bill is too far overdue, and the gas is going to be shut off. Sometimes a precious loved one is gone leaving a chronically painful void. The stories can be endless about things that are not "all right." What do we do when the "ceiling" does cave in?

Solomon, the writer of Ecclesiastes in the Bible, acknowledges that life can feel empty, futile, and meaningless. Solomon's prescription for our pain is simple but very powerful: "Remember your Creator. Remember Him before the silver cord is severed or the golden bowl is broken..." (Ecclesiastes 12:1, 6).

God leaves the choice up to each of us — what we will do with our lives, what we will do with our circumstances, and what we will do with His invitation to turn to Him. When we remember God, when we choose to trust Him as we're walking on the hard-knock road of life, then we can honestly say, "I'm going and it will be alright." ❖



BHMC-LR Holds Employee Forum



Employees from BHMC-LR and BHRI having birthdays in April recently attended an employee forum breakfast held at the BHMC-LR cafeteria. The monthly breakfasts are all-you-can-eat buffets served in Dining Room #3. Employees unable to attend the forums may now submit questions that will be read and answered during the breakfast. Question cards are included in the invitations sent to employees having birthdays each month. Employees who attended this forum were eligible to win gift certificates from local restaurants. The following are the key concerns addressed by employees at this forum with answers from BHMC-LR leaders.

- Q. Some employees don't want to come to the employee forum breakfasts because they are so early. Can you change the time from 7:15 a.m. to 8 or 9?
- A. The 7:15 starting time has proven to attract the most number of employees. This time works best to make it convenient for night-shift employees about to leave the building and day-shift employees as they are coming to work.
- Q. If BAPTIST HEALTH works so hard to maintain insurance contracts, why are some patients referred outside the system?
- A. Probably the most predominant reason is diversion when no beds are available. If BHMC-Arkadelphia calls, for example, we might not have beds available because we are full, so the patient has to be transferred elsewhere. We are trying very hard to address issues causing us to divert patients because we want our doors open to all who need us.
- Q. Since you are looking to add Critical Care beds, have we looked at ancillary services to help with staffing?
- A. We are definitely looking at staffing issues. We always look to see if there is enough staff to cover the workload. Managers have a moving target depending on the volume of patients per day. About 80 percent of our employees are full time, so that gives managers a fixed cost to look at. Some departments have hired more flexible staff who might get a differential per hour instead of a guaranteed number of hours. When we add more Critical Care beds, the workload will go up, so we will need additional staffing. We have to start addressing those issues now so that we will be ready when we do get more beds.
- Q. We currently don't have Med/Surg beds sometimes, so what are we going to do when we have 18 more Critical Care beds? Can we put in more Med/Surg beds?
- A. At one time we were thinking 5B would be for Critical Care beds, but it is actually cheaper on a per-bed basis to build out the 11th floor. We can now dedicate those fifth-floor beds for Med/Surg. Also, when we put Critical Care beds on the 11th floor, we will still have two wings that could be used for Med/Surg.
- Q. Is it a concern that the 11th floor is so far from the OR and Radiology?
- A. We would prefer that all Critical Care beds be on the first floor. We tried the idea of moving them there, but one really big hurdle is that every Critical Care bay must have windows according to the health code. That takes moving Critical Care beds to Admissions or Pre-Op out of the picture. It is an issue when elevators are jam packed, but we might consider putting certain Radiology services on the 11th floor.
- Q. I work in NICU, and we recently had to move six babies to regular patient rooms because the volume was so high.
- A. You are right that there is a lot of volume in NICU. We may have an opportunity to expand NICU in the area that currently houses offices, and we are looking at that option. However, since we are on diversion 10 percent of the time, adult Critical Care beds are the top priority.
- Q. My comment is about In-House Agency employees versus regular employees. I know regular employees have benefits and guaranteed hours, but regular employees also seem to get the harder patient assignments. I am a regular employee who also works In-House, and it seems like regular employees should get some of the pay advantages that In-House employees do.

- A. The pay issue is a very complicated process. Human Resources does a great job staying on top of the current market rates. Paying an In-House differential has helped staff units with shortages. When the volume drops, our full-time employees don't have to look elsewhere for work. Plus, regular employees can work as In-House staff on their extra days if they choose. In-House staffing provides us with the flexibility to not have to cancel shifts for full-time employees when the volume drops, which seems to happen very seldom! As far as the full-time employees getting the tougher patients, that's a decision made by the charge nurse. Many times, the In-House nurses have broad-based experience and may not be as experienced in a particular area as the full-time nurses.
- Q. I work at the Schools of Nursing and Allied Health, and while we continue to grow in enrollment, we still only have five secretaries to cover all 11 schools. We have been trying to get to wear scrubs rather than regular clothing and would like that option because it is better costwise. Also, we frequently lift lots of books and do other things that might be more suitable for scrubs.
- A. A lot of unit secretaries here who are currently wearing scrubs say they would like to wear street clothes! We will mention that to the schools and see if they want to reconsider, but that's their decision.
- Q. I come in at 4 a.m., and we could use some security around the mezzanine. It is kind of creepy coming in at that time.
- A. We have asked security to be very visible in parking lots at shift changes. If they need to be more visible in certain areas before 6 a.m., we can get that fixed.
- Q. Why don't we get raises based on experience? When I get an evaluation once a year, why are performance and experience not considered? Also, I am a phlebotomist, and we need a career ladder to improve the pay scale. Our job is very dangerous. I've been exposed to illnesses, and that's a high risk.
- A. If managers are not taking performance and experience into consideration, then they're not doing the PEP correctly. The PEP ranges are based on the Consumer Price Index. Some departments have career ladders, and some don't, but every classification has a pay scale. Pay for phlebotomy is currently being studied but is not completed at this time.
- Q. We don't have knowledge of the patients' conditions other than what's on the door. Is there any way we can get more information to protect us from infection? Patients get offended when we put the mask on as a precaution because we don't know the exact condition.
- A. The condition should be very well posted. If not, let the supervisor know it. A lot of times we don't know the patient's condition until after they have been here for observation, and that's why sometimes we get back to you days later regarding a possible exposure. Always use universal precautions! We practice standard precaution with all patients that have a possible infection. Unfortunately, we don't always know when the patient comes in that they have TB. If you ever have any concern, always call ext. 1921.
- Q. If the doors in front are not open early in the morning, is there any other way to get in besides the mezzanine?
- A. The doors in front do not open until 5 a.m. You can always go through the ER.

School-Age Summer Program Enrolling at BHMC-LR and BHMC-NLR Preschools

The BAPTIST HEALTH child-care centers in Little Rock and North Little Rock are currently enrolling in our summer program for children who have completed kindergarten through age 12.

The program will begin on June 1 and end Aug. 18. The kindergarten through age 8 group program in Little Rock will be held at the BAPTIST HEALTH Barrow Road Center and the age 9-12 group program will be held at the child-care center on Kanis Road. North Little Rock will host both age groups at the child-care center located on the campus of BHMC-NLR. Space is limited and these programs are filling up fast. Don't delay!

For more information or to enroll, contact Brenda Casey (202-1946) in Little Rock or Linda Williams (202-3875) in North Little Rock.

BH Preschools Hosting Reunion for Past Attendees, Parents, and Employees

Attention all past attendees of the BHMC-LR and BHMC-NLR Preschools!

The BAPTIST HEALTH Preschools on the Little Rock and North Little Rock campuses will be hosting a reunion with a "Down Memory Lane" theme from 10 a.m. to 1 p.m. on Saturday, May 22.

The reunion is for all children past and present who attended the preschools, their parents, and current and former employees. So come on out for food, fun, and a tour of the newly remodeled Little Rock site.

For more information and to RSVP, please call Brenda Casey at ext. 1945 or Linda Williams at ext. 3875.

Preschool Openings



The BAPTIST HEALTH preschool centers in Little Rock and North Little Rock offer convenient, top-quality child care at affordable prices for BAPTIST HEALTH employees. All openings are filled on a first-come, first-served basis. Applications must be filled out at the preschool center for specific openings after they have been published.

The following openings are available at the BH Preschool Center-LR:

- ◆ **Four year olds** — Two full-time openings
(Contact for BHMC-LR openings is Charla Rippeto at ext. 1138)

There are no current openings available at the BH Preschool Center-NLR:
(Contact for BHMC-NLR openings is Linda Williams at ext. 3875)

Golf Tourney Registration Under Way for BHMC-NLR Auxiliary Fund-Raiser

The BHMC-North Little Rock Volunteer Auxiliary is now organizing its annual Pepsi Golf Scramble. This year's golf tournament will be held on Friday and Saturday, June 11-12, at Burns Park. The deadline to register is June 4.

There are several ways you can be a part of this important event. The cost to play is \$240 for a three- or four-person team, and \$120 for a two-person team. This year we are offering a special ladies flight that will play on Friday, June 11, with the same registration fees.

If you don't play golf, but want to support the auxiliary financially, you can become a "Friend of the Auxiliary" by donating \$25. Make checks payable to the BHMC-NLR Volunteer Auxiliary and send it to Sherry Lloyd in the BHMC-NLR Volunteer Office.

If you are interested in playing on a team, please call Sherry Lloyd at ext. 3050 or Carl Brents at 835-3338 for a team registration form. ❖

Medical Alert Bracelet Donations Requested

Do you or someone you know have an old medical alert bracelet lying around and not in use? You can donate old medical alert jewelry so that someone who can't afford one won't have to go without.

Simply drop off your medical alert bracelets at the Volunteer Office on the mezzanine level at BHMC-LR, or take them to the Admissions desk if it is after hours and a volunteer will pick them up.

Jones & Son Fine Jewelry in the Market Place Shopping Center in Little Rock has generously agreed to re-engage and re-size old medical alert bracelets that are donated.

This idea was hatched by Robin Watkins, a member of the Professional Development Team at the BAPTIST HEALTH Schools of Nursing and Allied Health, after working in the after-hours pediatric clinic and meeting a 3-year-old patient with asthma whose mother could not afford a medical alert bracelet to help teachers and others know what to do if the child was having an asthma attack.

Please consider donating old medical alert bracelets so that children of low-income parents can get the immediate help they need when a medical emergency arises. ❖



Continuing Education

Reservations for the following BAPTIST HEALTH courses should be made for employees by their immediate supervisors by calling BAPTIST HEALTH HealthLine at B-A-P-T-I-S-T (227-8478) or the extensions shown for the class. Please be ready to give specific employee information needed to schedule these classes.

New Employee Orientation
Every Monday (Excluding Holidays),
8 a.m.-12:15 p.m.,
BHSC, Room 1606
No class will be held on May 31.

New Employee Benefits
Every Monday (Excluding Holidays),
1-4 p.m.,
BHSC, Room 1606

Traditions (for New Employees)
Every Tuesday (Excluding Holidays),
8 a.m.-5 p.m.,
BHMC-LR, Gilbreath Conf. Center
No class will be held on June 1.

CPR Heartsaver
June 4
8:30 a.m.-4 p.m.
BHMC-LR
Schedule with Deloris McKinley, Ext. 2986

IV Conscious Sedation Exam Only
May 21, June 4
9 a.m.-noon
BHSC
Schedule with Barbara Hobby, Ext. 1904

Information Associate Course (Five-day course)
June 14-18
8 a.m.-4 p.m.
BHSC
Schedule with Barbara Hobby, Ext. 1904

LastWord for Nurse Aides and PCTs
May 26, June 30
8 a.m.-noon
BHSC
Schedule with Deloris McKinley, Ext. 2986

LastWord for RNs/LPNs
Every Friday (Excluding Holidays),
8 a.m.-4 p.m.
BHSC, Training Room #3
Schedule with Barbara Hobby, Ext. 1904

LPN IV Insertion Class
May 28, June 29
8 a.m.-5 p.m.
BHSC
Schedule with Barbara Hobby, Ext. 1904

LPN IV Push Exam Only
May 21, June 4
9 a.m.
BHSC
Schedule with Barbara Hobby, Ext. 1904

Monitor Technician Course
Aug. 16-24, Oct. 18-26
8:30 a.m.-4 p.m.
BHSC
Schedule with Tommy Morton, Ext. 7967



Employee Referral Bonus Program

ELIGIBILITY: All full-time, part-time, and pool employees who do not have recruitment of applicants as a normal part of their job responsibilities.

INELIGIBILITY: Any employee or student who is eligible to be recruited for a referral bonus. Students may not refer each other where each receives a referral bonus for the referral of the other. Supervisors cannot receive a bonus for recruiting for their own area.

REFERRED APPLICANTS: Referred applicants must meet the required minimum qualifications for the position and accept a position

with authorized hours that are equivalent to either full-time or part-time. Referrals for daily based, pool positions, or In-House Agency do not qualify for referral bonus.

For details on the payment of the \$1,000 referral bonus, contact Gwen Wetzel at ext. 2854.

The following positions are eligible for the referral bonus:

- RN/LPN
- Radiology Tech
- Respiratory Therapist
- Physical Therapist
- Pharmacist
- Medical Technologist
- Occupational Therapist

Nurse Aide Exam, Pre-Employment
Every Tuesday (Excluding Holidays),
9-11 a.m.
BHSC
Schedule with Deloris McKinley, Ext. 2986

Nursing Orientation (Two-day course)
May 26-27, June 9-10
8 a.m.-5 p.m.
BHSC, Room 1606
Schedule with Barbara Hobby, Ext. 1904

Classified Ads

The Connection "Classifieds" section is free and open to any BAPTIST HEALTH employee, retiree, board member, physician, or physician staff to advertise items to buy, sell, trade, or give away. Phone numbers listed in "Classifieds" should be where people can call after work hours. Employees should provide their name and work extension when submitting "Classifieds." "Classifieds" must be submitted in writing and can be faxed to The Connection in the Strategic Development department at ext. 1740 or e-mailed to jmdishon@baptist-health.org no later than the Fridays of off-payday weeks for inclusion in the upcoming edition. The Connection reserves the right to edit "Classifieds" as needed.

APARTMENTS/DUPLEXES: Two Quapaw Quarter apartments for rent in same house, 618 West 24th Street is 1BR/1BA, all appliances plus washer and dryer, \$250 deposit, \$450 per month. 2321 South Gaines is 3BR/2BA, washer and dryer included, \$425 deposit, \$950 per month. Both have central heat and air, hardwood floors, tile, ceiling fans, security system with 24-hour monitoring, privacy fence with off-street parking. Call 501-803-0939.

APARTMENTS/DUPLEXES: WLR downstairs apartment for rent, 2BR, 1,100 sq. ft., nice neighborhood, \$600 per month. Call 902-2228.

APPLIANCES: Kenmore washer, must sell, real cheap. Call 835-4933.

AUTOMOBILE ACCESSORIES: Devino rims, 18 inches, six-bar chrome, excellent condition, two weeks old, straight out the box, \$800. Call 831-2823.

AUTOMOBILES: '03 Toyota Highlander, V-4, 38,000 miles, good gas mileage, gold with ivory cloth interior, sunroof, alloy wheels, cassette and CD player, spoiler on back, luggage rack, power doors and windows, cruise control, privacy windows, \$23,500. Call 416-0884.

AUTOMOBILES: '99 Mercury Sable, four door, silver, 76,000 miles, good condition, \$4,000. Call 501-568-2415.

AUTOMOBILES: '95 Toyota Camry XLE, white, four door, great power, V-6, moon roof, CD/cassette, one owner, non-smoker, Carfax available, excellent condition, 190,000 miles, Kelly Blue Book value \$4,350, asking \$4,000 firm. Call 501-803-0939.

AUTOMOBILES: '87 Honda Civic LXi, 200,000 miles, sunroof, power windows, everything works, all maintenance done, drives excellent, \$1,400. Call 501-541-8388.

AUTOMOBILES: '79 Lincoln Town Car, faded maroon with new top, excellent interior, daily driver, 400 engine, good shape, rebuilt motor, \$2,900 or best offer. Call 501-327-1142.

AUTOMOBILES: '78 Ford F-150 long bed, 302, needs work, \$1,000 or best offer. Call 501-352-3604.

AUTOMOBILES: '76 Ford flatbed truck, 4x4, blue, 302 engine, new carburetor, fuel pump, and lock outs, extra set of tires, CD player, chrome steps, \$800 or best offer. Call 501-416-4197.

BOATS: '74 Starcraft boat, 21' 7", exterior and interior in amazing condition, engine needs to be rebuilt, includes trailer, \$895 or best offer. Call 835-9700 or 960-1188.

CLOTHING: Beautiful wedding gown, white, fits sizes 12-14, very slimming, low back with train, short sleeves, veil with crown, great for a spring or summer wedding, \$1,500 or best offer. Call 501-653-2432.

FURNITURE: Natuzzi leather sofa and love seat, hunter green, very good condition, \$300. Call 580-0758.

FURNITURE: Futon bunk bed, black metal, lower bed makes out into double, excellent condition, \$250. Call 988-2798 or 831-5200.

FURNITURE: White-metal bunk beds, full-size bottom, twin-size top, two drawers, \$125. Call 501-568-5273 after 6 p.m.

FURNITURE: Antique mahogany dining table with two leaves, no chairs, \$75. Call 835-9700 or 960-1389.

FURNITURE: Sofa, chair, ottoman, glass coffee table, end table, real cheap. Call 835-4933.

FURNITURE: Children's bunk bed and accessories, metal frame, twin mattresses, twin comforters with race-car design, John Deere tractor twin comforter set with sheets and curtains. Call 501-812-6355 or 501-626-3588.

GARAGE SALES: 7 a.m. to 4 p.m., Saturday, May 22, 5820 Posey Lane off of Crystal Valley Road in Little Rock.

HOUSE FOR RENT: Spacious home in Park Hill, one block from JFK, 3BR/1.5BA, fireplace, dishwasher, stove/oven, washer and dryer hookups, fenced backyard, pets OK with deposit, \$550 deposit and 12-month lease required, \$695 per month. Call 835-9700 or 960-1188.

HOUSE FOR RENT: Southwest Little Rock, 3BR/1.5BA, two-car garage, fenced backyard, interior freshly painted, new dishwasher, new light fixtures and ceiling fans, washer and dryer connections, cute house, \$500 deposit, \$625 per month. Call 960-1188 or 835-9700.

HOUSE FOR SALE: 7801 West 29th Street, near BHMC-Little Rock, 3BR/1.5BA, 1,720 square feet, den with wood-burning fireplace, screened-in patio with indoor/outdoor carpet. Call 501-315-0068.

LAND FOR SALE: Lakefront property on south side of Greers Ferry Lake, 21-plus acres with more than 2,000 feet of waterfront, beautiful east and southeast exposures, hardwoods, wildlife, native stone, perfect for development or private getaway, 20 minutes to Heber Springs, one hour from Little Rock, \$325,000 for all, \$90,000 for 5 acres. Call 944-2898.

MACHINERY: Commercial upholstery machine with button maker (needs dye), one year old, includes table, excellent condition, \$1,200 or best offer. Call 372-3153 or 940-8132.

MANUFACTURED HOMES: Mobile home to be moved off property, 14' by 70' Buccaneer, 3BR/2BA, central heat and air, one owner, excellent condition, extras include front porch, ceiling fans, propane wall heating unit, awnings, refrigerator, and range, \$16,500. Call 501-821-4940.

MISCELLANEOUS: Two pieces of Jaguar luggage, large carryall, medium carryall, navy and tan, like new, \$75 for both. Call 501-666-7345.

MOTORCYCLES: '97 Harley-Davidson Road King trike, 1340cc with cam, Lemur conversion, 23,500 miles, immaculate, must see, \$22,000 or best offer. Call 501-327-1142.

MUSICAL INSTRUMENTS: Beautiful upright piano, antique looking, needs some work to play perfectly, great decorative look, made of Rosewood, manufactured by BJ Foster & Co. in London, \$200 or best offer. Call 501-327-1142.

PETS: Rat terrier puppies, should be toys 10 pounds or less, ready May 27, hand raised, little dolls, shots and wormed, \$100 each, Malvern. Call 501-332-5849 after 5 p.m.

PETS: Free dog to good home, chocolate wiener mix, found on Spring Lake Road, very sweet, potty trained, male, needs good home and to be fixed. Call 501-888-1557 after 4 p.m.

PETS: Free kittens, two males and one female, 6 weeks old. Call 501-882-2571.

SERVICES: Pet sitting in your home, sky's the limit, excellent references, \$15 per visit. Call 501-258-3945 or 501-821-4092 for summer reservations.

SPORTS & FITNESS: Golf club, Callaway Big Bertha hawk Eye Pro Series Titanium 7.5 driver with Penley shaft and Winn grip, very good condition, \$100 or best offer. Call 501-327-1142.

SPORTS & FITNESS: Schwinn World Sport 12-speed bicycle, 26-inch rim, stored inside house, like new, \$50. Call 834-2357.

TICKETS: Prince, three seats together, 8 p.m., June 12, Centurytel Center in Shreveport, \$257. Call 607-0548.

WANTED: Older-model pickup under \$1,000, must be able to haul large trailer for work purposes, need ASAP, information of any kind greatly appreciated. Call 501-672-0210 or 501-860-7534.

THE Connection

The Connection is a biweekly newsletter published for employees — like Kelly Van Norton — physicians, retirees and special friends of BAPTIST HEALTH. Van Norton, a sales associate at the Medical Towers Pharmacy and Gift Shop on the BHMC-LR campus, joined the growing BAPTIST HEALTH network in March 2004. The Connection, with a circulation of more than 7,500, is published by BAPTIST HEALTH. Suggestions or information for The Connection may be sent to BAPTIST HEALTH, Strategic Development, 9601 I-630, Exit 7, Little Rock, AR 72205-7299; e-mailed to jmdishon@baptist-health.org; or voice mailed to 202-1811.

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Baptist Health