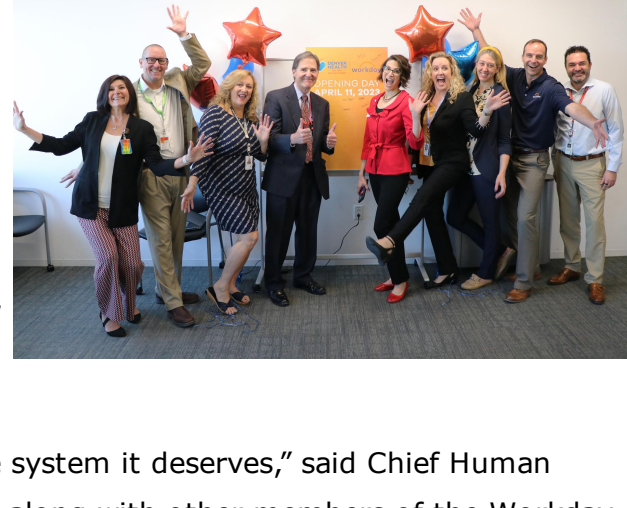


Thursday April 13, 2023
Workday HR and Payroll system goes live

The Colorado Rockies may have had their first, but as far as Denver Health Human Resources, Payroll and Information Technology are concerned, Tuesday, April 11, was the "real" opening day as Workday went live!



After 19 months of system design, buildout, data integration, testing, feedback and training involving hundreds of Denver Health employees and partners, the new best-in-class, comprehensive HR and Payroll system "catches Denver

Health up to the 21st century and gives the organization the system it deserves," said Chief Human Resources Officer **Michelle Fournier Johnson** (pictured above, along with other members of the Workday project team). She was the first person to log into the system when it went live at 8 a.m., to the sound of cheers and cowbells ringing through the fourth floor of the 601 Broadway administrative building.

Workday will guide employees and leaders through their entire journey with Denver Health, from the application and hiring processes through employee onboarding, benefits enrollment and professional development. The platform houses all employee information in one centralized digital location, increasing visibility and opportunities for self-service of common HR and payroll tasks for greater transparency, convenience, accuracy, and time and cost savings.

As we work through the inevitable kinks while more than 8,000 employees log onto the system this week, we will continue to communicate anything you need to know or do. Calling the **Workday Support Line at 303-602-6947, option 5**, or submitting a **Cherwell ticket** through the **HR or Payroll portal** continue to be the best ways to get your questions and issues resolved. Please remember to read, watch and enroll in helpful training tools on the **Workday Resources Hub** and complete your **Employee, Manager or Nursing Manager Go-Live Checklists**.

Safety checkpoints in Pavilions A and C debut next week

New safety checkpoints will be operational in Pavilions A and C starting at **8 a.m. Tuesday, April 18**. The checkpoints will be active and metal detectors will be in use 24/7.



All patients and visitors to these locations will be required to undergo screening at the safety checkpoints. Weapons, flammables and other dangerous items will not be permitted onsite. Staff are not required to undergo screening if they are wearing their Denver Health badge.

DENVER HEALTH SPOTLIGHT
Recognizing dispatchers this Public Safety Telecommunicators Week

This **National Public Safety Telecommunicators' Week** (NPSTW), we want to acknowledge the important and excellent work the **Denver Health Paramedic Dispatch team** (pictured right) does every day. Our amazing dispatchers are responsible for managing the busiest emergency medical services system in Colorado, and they do it with pride, compassion and excellence.

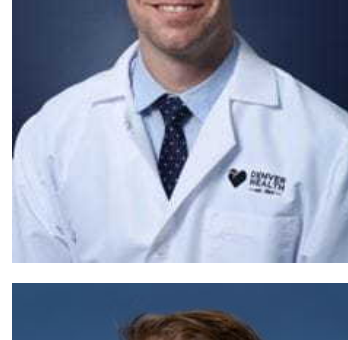


Throughout the year our dispatchers will handle more than 2.2 million radio transmissions and will be responsible for coordinating paramedic responses to more than 128,000 EMS calls, 7,600 CARES calls and several hundred special events.

NPSTW initially started in 1981 by Patricia Anderson of the Contra Costa County Sheriff's Office in California. In 1994, President Bill Clinton signed a presidential proclamation declaring the second week of April as NPSTW. This week is a time to celebrate and thank telecommunications personnel across the nation who serve our communities, citizens and public safety personnel 24/7.

Winter 2023 Pilot Study Grant Program awardees announced

Two Denver Health physicians have been selected for the Winter 2023 Pilot Study Grant Program funding cycle: **Dr. Alexander Morton** (top right) in general and bariatric surgery and **Dr. Adam Schwertner** (bottom right) in radiology. The program provides junior investigators with up to \$25,000 for a 12-month pilot study.



Morton's project is titled "Physiologic Effects of Bariatric Surgery on Myocardial Function"; Schwertner's is titled "4-Dimensional Flow MRI quantification of changes in splanchnic flow dynamics in patients with cirrhosis undergoing large volume paracentesis with and without albumin replacement."



The Pilot Study Review and Selection Committee met April 6 and selected the proposals based on scientific merit, career trajectory of the junior investigator, and potential for future success as an independent investigator. Congratulations to Drs. Morton and Schwertner.

Donate Life Month observed with flag raising

This April, Denver Health is celebrating **National Donate Life Month** to honor those who have saved lives through organ, tissue and eye donation and to spread awareness of the vital importance of registering as a donor. There are many ways you can join the celebration.



Last week, we held our second annual Donate Life flag-raising ceremony with our Donor Advisory Council and members of staff including leadership, chaplains and representatives of Donate Life Colorado. Denver Health will fly the Donate Life flag all month long to serve as a nationwide display of unity, remembrance and hope. Learn more and register as a donor today at [Donate Life Colorado](#).

Celebrating Easter with our NICU peeps

We're hopping into springtime with an Easter-themed photo shoot for the tiniest of our patients! We love our sweet baby peeps dressed in bunny and chick costumes, including **Jeremy Torres Esparza** (right). The **Denver Health NICU Patient and Family Advisory Committee** support our families during first-time holidays with memory-making activities such as this one.



[Click here to see more photos.](#)

STAY INFORMED
ValuesLine update rolls out this month

Enterprise Compliance Services (ECS) is happy to announce the rollout of an updated version of the **Denver Health ValuesLine** starting this month. The **ValuesLine** supports Denver Health in its commitment to fostering an environment where all team members feel comfortable asking questions or communicating instances where they believe a violation of ethics, policies or standards has occurred.



Our **Code of Conduct** is part of your annual education training and provides Denver Health's guidelines for providing care and conducting business with the highest ethical standards. The Denver Health ValuesLine allows you to make reports through **EthicsPoint**, an online and phone-based system. Benefits of the updated system include a more user-friendly reporting questionnaire and the ability to receive updates regarding a report while remaining completely anonymous.

Please see the **EthicsPoint Reporter Guide** or reach out to ECS at Compliance@dhha.org with any questions or concerns you have regarding ValuesLine or any other compliance issues. You may access the ValuesLine in three ways:

- Online: www.denverhealth.ethicspoint.com
- By calling **800-273-8452**
- Through your phone by scanning the QR code above

CEO town hall series kicks off April 24

Join **CEO Donna Lynne** and the senior leadership team at one of **10 town hall sessions from April 24 to May 4**. Donna will be providing updates on our mission, vision and values, our health system finances and diversity, equity, inclusion and belonging. Most sessions are in person and, apart from those specifically for providers, all staff are invited. By now you should have received official calendar invitations — choose the date and time that works for you. Webex also will be available. You can also download a calendar invitation [here on the Pulse](#).



Short-term Disability Plan changes

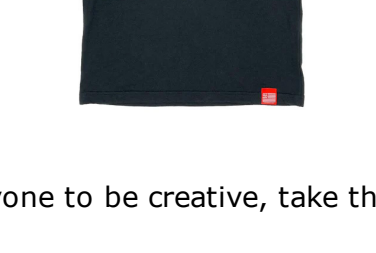
With the transition to Workday this week, **Denver Health's Short-term Disability (STD) Plan** is changing. The plan is reverting to its pre-2020 design after employee feedback and includes the following changes:

- Payments will be taxed at the employee's elected tax-withholding level.
- Employees will be able to supplement with accrued PTO from the 60%/70% STD benefit level to get to 100%.
- All STD/FML approvals will occur through the leave of absence office.
- Managers will no longer be responsible for time coding during STD approval. All time-sheet coding will occur through Payroll, but managers will still be responsible for approving timecards.

DIVERSITY, EQUITY & INCLUSION

Celebrate Diversity April 21 and show everyone what makes you unique!

April is Celebrate Diversity Month, an initiative that started in 2004 to honor and recognize diversity. According to Cornerstone Learning, diversity encompasses people's psychological, physical and social differences. Denver Health promotes Diversity, Equity, Inclusion and Belonging as core values. Join us in this month-long celebration on **Friday, April 21**, by wearing a T-shirt or clothing (in compliance with the dress code) that represents what makes you unique! For example, if you are a dancer, you could wear a T-shirt representing your dance team; a parent could wear a T-shirt their kids made; or



you could wear a T-shirt that highlights your ethnicity. We encourage everyone to be creative, take this opportunity to learn more about one another and submit pictures to us at communityoutreach@dhha.org.

GET INVOLVED
Healthcare Interest Program seeking provider-mentors

The **Healthcare Interest Program (HIP)** is part of Denver Health's Office of Education Pathway Programming and supports the academic and professional development of the next generation of health care providers. The program invests in undergraduate students who have a connection to the region Denver Health serves and works to increase the success of under-represented and non-traditional students pursuing health care degrees.



Providers are needed to serve as mentors to HIP students during the upcoming 2023-24 academic year. Each student is matched with a provider-mentor in their field of interest and shadows that provider for the full year, forming a lasting bond and serving as a vital resource throughout the student's education. Student **Alexis Sanchez** (pictured above left) and family practice physician **Michael Benevides, MD** (right), are two who have participated in the mentoring program.

Mentors come from a variety of professional backgrounds, including medicine and medical specialties, nursing, behavioral health, dentistry and public health. For more information about the mentoring process, [please click here](#). To learn more about HIP, please visit the [program webpage here](#).

Specialized training helps survivors of sexual assault

April is **Sexual Assault Awareness and Prevention Month**, which raises awareness about widespread sexual violence and provides an opportunity to educate people on how to help prevent it. A person in the U.S. is sexually assaulted every 68 seconds, and every nine minutes that person is a child.



To assist survivors of sexual assault, Denver Health employs forensic nurse examiners (FNE), **sexual assault nurse examiners (SANE)** and sexual assault forensic examiners (SAFE) who have completed additional education and training to provide specialized care. For registered nurses or providers interested in getting their certificate to treat survivors of sexual assault, the **Colorado SANE/SAFE Project** offers free online education with 64 continuing education units (CEU) once completed. If you choose to continue with the program, a two-day clinic is offered in Colorado Springs. The next course date is **May 10 to Aug. 2**, with registration closing on **May 1**. [Click here](#) for more information and to register.

Anyone who has experienced sexual assault and wants to talk to a trained advocate can contact **The Blue Bench**, a Denver community group, at **303-329-9922** or thebluebench.org. **Start by Believing**, the global campaign to transform the response to sexual assault, encourages everyone to [take the pledge](#) to believe those who come forward, support survivors and help end the silence.

Join the Trauma Survivors' Fun Run May 13

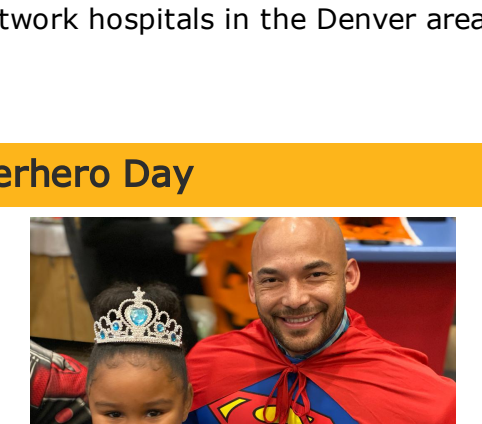
We are excited to announce the **Denver Health Trauma Survivors' Fun Run!** Join us for a free 5K or 1-mile walk, run or wheel event at **9 a.m. Saturday, May 13**, at Great Lawn Park, 101 Yosemite St. in Denver. We encourage participants to arrive at 8 a.m. to check in, grab swag, and listen to patients' and survivors' stories. Street parking is available around the park and food trucks will be on site.



This community event will bring together trauma survivors, family members and caregivers to share stories, provide support and celebrate life. Several Trauma Survivor Network hospitals in the Denver area will participate. [Click here to register](#).

Have fun and dress up on National Superhero Day

Friday, April 28, is National Superhero Day, and the Child Life Program and their DEI Cultural Celebrations Workgroup invite all staff to wear their favorite superhero T-shirt. Please check our [dress policy here](#). A Superhero parade across multiple pediatric units will take place the same day at 10 a.m. at the main campus. We are seeking volunteers to dress up and visit our patients. [Sign up here](#).



Take the staff survey on opioid interventions

Denver Health staff are invited to take a survey to help **Outpatient Behavioral Health Services** with a research project that explores perceptions of interventions targeting opioid use disorders. The survey takes about 20 minutes and will help to improve substance use disorder treatment and education throughout the health care system. The resident-led project will provide information to further educational efforts regarding harm reduction as Colorado and the rest of the nation face an opioid crisis. [Take the survey here](#).

Thank you to Employee Food Drive donors

Thank you to everyone who donated to the **National Nutrition Month Employee Food Drive!** We had great participation and received many donations that we're looking forward to giving back to the Denver Health community at the end of the month. Stay tuned for more details about the food distribution!

Denver Health in the media

Disparities identified among patients receiving advanced pulmonary support
April 6, **National Institutes of Health**
Some adults with severe respiratory illness, including women, those with a public life support known as extracorporeal membrane oxygenation (ECMO). **Anuj Mehta, MD**, a pulmonary physician, was part of the research team on the study, which was supported by the National Institutes of Health.

Changes needed to make health care screenings equitable
April 7, **Radiological Society of North America**
Radiologist **Randy Miles, MD**, provided insight on how Denver Health has created a multipronged strategy to reach more patients and remove barriers to breast cancer screenings. "Of our patient base, 20% are commercially insured and Spanish is the primary language of 30%," he said. "These challenges can severely impede their ability to take advantage of breast cancer screening."

Why 9 is not too young for the HPV vaccine
April 10, **Medscape**
During the pandemic, **Sonja O'Leary, MD**, and her pediatrics team saw rates of HPV and other childhood immunizations drop and decided to act. "It was actually really simple; it was really just changing our best-practice alert," O'Leary said. Beginning in May 2021, Denver Health dropped the alert for first dose of HPV from age 11 to 9.

Peak Health Alliance announces new insurance partner after exit of Bright HealthCare
April 12, **Denver Business Journal**
Denver Health Medical Plan (DHMP) will be the new provider for Denver Health Alliance, a health care purchasing alliance that serves eight western Colorado counties. DHMP will begin offering individual insurance options to members of Peak Health Alliance beginning in January 2024.

Eaglecrest High students to return to class after death of teacher with bacterial meningitis
Teacher dies from suspected meningitis infection, classes cancelled
April 12, **CBS Colorado, 9News**
Bob Belknap, MD, interim director of the **Public Health Institute** at Denver Health, did an interview with **CBS Colorado** about bacterial meningitis to ease people's concerns after two teachers at Eaglecrest High School died within 24 hours of each other, one of which was linked to a confirmed case of bacterial meningitis. **David Wyles, MD**, chief of **Infectious Disease**, spoke with 9News.

How to be a registered organ donor
April 12, **Fox31**
Amy Smith, RN, chair of **Denver Health's Donor Advisory Council**, appeared on Denver Health's weekly Fox31 segment to educate viewers on why it's critical to register as an organ donor to raise awareness for National Donate Life Month.

Denver Health donors honored during National Donate Life Month
April 7, **CBS Colorado**
Denver Health and Donor Alliance held a flag raising ceremony on their main campus to honor the generosity of Denver Health's organ, eye and tissue donors and their families who offered someone else the gift of life.

Art therapy eases stress for medical workers
April 12, **CPR News**
Research shows promising early results in art therapy helping reduce stress and trauma for medical workers. **Brian Gardiner, RN**, took part in the program and found poetry to be especially effective while caring for patients throughout the pandemic.

National awareness and recognitions

April 16-22 is Healthcare Volunteer Appreciation Week, and **April 17-21 is Health Information Professionals' Week**. Is there a department that you'd like us to recognize during a special week or month? Let us know in an [Employee Outreach Request form](#) and we'll spotlight them in the 411.

April | May

April 14: Race, Ethnicity and Language seminar
April 14: Donate Life Blue and Green Day
April 24: CEO town hall
April 22: Earth Day
April 25: CEO town hall
April 26: CEO town hall

April 28: CEO town hall
April 28: National Superhero Day
May 2: CEO town hall
May 3: CEO town hall
May 4: CEO town hall
May 13: Trauma Survivors' 5K

CLICK HERE FOR A PDF VERSION OF THIS NEWSLETTER.

SUBMIT A REQUEST TO THE WEEKLY 411

Submit content for consideration in the Weekly 411 through the employee outreach request form [here](#). Accuracy and quality matter, so please provide all material as early as possible. Your submission should detail who, what, when, where, why and how with correct spelling and explanation of acronyms. We encourage you to include photos and any links or attachments that may help to communicate your message. Content received after noon on Tuesday will be considered for the following week's edition.

