Around Community

CONSIDER A GIFT OF TIME, TALENT, OR TREASURE BY DECEMBER 31 • • • Community's Culture of Giving began in the 1950's, when a group of civic-minded men and women went door-to-door to start Community Hospital East. Today, our Culture of Giving is stronger than ever and aims to serve our Central Indiana neighbors and improve their communities. Gifts of time, talent and treasure support Community's efforts to enhance the care we deliver, support our mission in our communities and create exceptional caregiver experiences. In this season of giving and gratitude, we invite you to consider supporting Community's Culture of Giving before the end of the year. *Please click below to find out how you can donate to any of Community's foundations, volunteer at a Serve360° event, or support any of our active United Way campaigns.*

CHN GRANTED CERTIFICATION • • • We congratulate Community Hospital North for being designated by the Indiana State Department of Health as an Obstetric Level of Care III and Neonatal Level of Care III perinatal hospital. In 2019, Indiana legislated rules based on best practice guidelines by the American College of Obstetricians and Gynecologists (ACOG) and the American Academy of Pediatrics (AAP) and directed the Indiana State Department of Health to establish a program to certify the perinatal levels of care available at all Indiana birthing facilities. A Level III hospital provides care for complex conditions and complications. *Click on the link below to read more.*

COMMUNITY UPDATES AND A MESSAGE OF GRATITUDE • • • In the latest Online with Bryan video message, Bryan discusses the newest part of our family, Fairbanks, and provide updates on Community Anderson integration, benefits enrollment, and some changes we're making to greatly simplify the annual performance appraisal process. *Please click below to watch the latest update.*

INTRODUCING A NEW, SIMPLER ANNUAL EVALUATION • • • One of our goals this year is to improve your caregiver experience at Community Health Network by simplifying our processes – removing some of the hassles that take time and energy away from your ability to provide "Exceptional care. Simply delivered."

- **Annual Evaluation.** Beginning in 2020, Community Health Network is moving away from the performance appraisal and will implement the "Annual Compliance Evaluation," which meets regulatory requirements for a healthcare provider. This is a simple checkup each year to ensure you meet certain requirements of your role. The process will be completed in MySuccess Center, includes just four easy steps and will take place in February and March 2020.

- **Caregiver Increase 2020.** Because the annual merit increase process was driven by the annual performance appraisal, we've decided to discontinue the merit increase process and have found a simpler way to ensure your compensation is market-competitive. Through the new method, called "Caregiver Increase 2020," every eligible Community caregiver will get a 3 percent pay increase. This amount was determined based on market data to ensure Community maintains competitive compensation.

Combined, the former PA and merit increase processes occupied nearly six months of the year from start to finish. By streamlining them both, we're freeing up thousands of hours of leader and caregiver time across Community. *Got questions? Find answers to some frequently asked questions by clicking below.*

CALL FOR SUBMISSIONS FOR ANNUAL SYMPOSIUM ••• Community Health Network and University of Indianapolis are proud to extend an invitation for participation in our annual Multidisciplinary Scholarly Activity Symposium on May 19, at the University of Indianapolis. This annual event is designed to highlight scholarly activities and to foster interdisciplinary collaboration in research activities. Medical, nursing, pharmacy and other allied health professional team activities and projects are welcomed for submission and are being accepted now through January 31. *Please click below for submission guidelines and form.*

CLEANING UP THE EPIC REPORTING WORKBENCH LIBRARY ••• Do you access the Epic Reporting Workbench library as part of your work? If so, please be aware that the Network Analytics team is currently cleaning up the library. That'll have an impact on certain public templates and unused reports. You can send an email now or drop by an open lab next month to address any missing reports, and enroll in a Reporting Workbench class if you wish. *Please click on the link below for full details.*