President's Column

Taking a Closer Look at Each of Our Values

Foster Unity

Whether in the form of a window cling, poster or table tent - the UnityPoint Health values, which include Foster Unity, Own the Moment, Champion Excellence, and Seize Opportunities, are in full motion throughout UnityPoint Health – Marshalltown, our clinics, and other affiliates.

Foster Unity can do this week that would show others how to demonstrate the behaviors I want to see from UnityPoint Health. Ask yourself this week, “Are my actions demonstrating the behaviors I expect from my team members?” If not, what is one thing you can do this week that would show others how to Foster Unity?

Dustin Wright
President

At UnityPoint Health – Marshalltown, we do:
• Collaborate with others using AIDET.
• Celebrate each other.
• Work as one team.
• Listen first in order to understand.
• Example of Foster Unity at its best.

We’ve broken it down further to illustrate what does Foster Unity look like?

Foster Unity looks like:

• Listening to understand and be open to diverse thoughts and perspectives.
• Seeking to understand and be open to diverse business units, and regions.
• Collaborating across departments, facilities, and groups.
• Enabling great teams.
• Using the skills and abilities of each person to enable great teams.

What does Foster Unity mean to you?

When reflecting on the value of foster unity, understanding the value is key. However, the success of each of these values is stronger when you understand the importance of each value.

Each of the values are strongly in their individual and community members that it does today. Without the team efforts of each of our staff members, employees, providers, and volunteers, UnityPoint Health – Marshalltown would not be able to provide the quality health care or medical excellence for our loved ones, families, and community members.

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Welcome New Team Members
Front Row (left to right): Samie Simatovich, MLT, Lab; Kaylen Demientieff, Radiology Tech, DIS; Jimmiecia Sadler, Surgery Tech, Surgical Services/OR
Back Row (left to right): Megan Hughes, RN, ICU; Fred Barasa, RN, Med/Surg; Garrett Kubik, RN, Med/Surg

Thank you to the UnityPoint Health – Marshalltown Blue Crew and all other staff who participated in walking in the Black Dirt Days parade in Conrad and the Rose Festival Parade in State Center!

Marshalltown News & Updates

Mass Casualty Incidents Aren’t Just a Big City Problem
Special Training Helps Marshalltown Prepare for the Worst

Paramedic Steven Vannatta, UnityPoint Health – Marshalltown EMS Manager, recently completed Healthcare Leadership for Mass Casualty Incidents (HCL) training offered by the Center for Domestic Preparedness (CDP) in Anniston, Alabama.

The CDP — operated by the United States Department of Homeland Security’s Federal Emergency Management Agency — is the only federally-chartered Weapons of Mass Destruction (WMD) training facility in the nation.

Vannatta says it’s essential that healthcare providers prepare for the worst — even in a city like Marshalltown. “One of the worst mass shootings in the history of the US happened in Newtown, Connecticut, which has a population of 28,000. In comparison, that is the same as Marshalltown,” said Vannatta, a 28-year veteran EMS provider who holds numerous certifications through FEMA and the Department of Homeland Security including mass causality preparedness.

“What we see almost daily through our media outlets is not just a ‘big city’ problem, it is an ‘any city’ problem and the people on the front lines — law enforcement, EMS, fire — all need to be on the same page with regards to training and how we approach a mass casualty situation. Disasters are going to happen, we have no control over that, but through continued preparedness efforts, our counties’ responders will be able to handle any situation that is presented to them, whether it is a response requiring a single resource or a multidisciplinary response requiring multiple agencies,” added Vannatta.
What was your first position as a nurse?
My first position as a nurse was in a thirteen bed intensive care unit. In the six years I worked there I precepted new employees, worked as the charge nurse, was an active member on the code team, placed patient PICC lines throughout the organization, and frequently floated to different areas of the hospital.

How long have you been a nurse?
I first worked as a CNA and then a Certified Medication Assistant. Furthermore, I enrolled in nursing school, obtained my Licensed Practical Nurse and worked in a nursing home while acquiring my Registered Nursing degree. After my first year working as a Registered nurse in an intensive care, I furthered my education to include my Bachelor’s Degree in Nursing and PICC line certification.

What made you decide to be a nurse?
I believe I was called to serve others. As a young man in high school, I made a plan to embark on a journey in healthcare because I feel it is truly worthwhile and rewarding work.

From your first nursing position, where has your career as a nurse taken you?
I enjoyed working at the bedside but feel that I was also being called to lead. I want to be certain that the voices from the bedside are heard and that actions are taken, so I went into leadership. There are many paths in nursing that one can take; my roots are in ICU, I also have experience in ED, Med/Surg, Pediatrics, Telemetry and other areas of the hospital as well. I have been a part of building PICC teams in three different hospitals, Preceptor programs and unit based councils. I completed the Nebraska leadership institute I and II, each program lasted a year long. I have also completed the Iowa Valley Leadership program which also was a yearlong in duration.

New Name for Central Iowa Physio
We are excited to announce that our Therapy Services department, formerly called Central Iowa Physio, has changed the name to UnityPoint Health – Marshalltown Select Physical Therapy! We are proud to offer the same full service line of physical, occupational and speech therapies, and the same great care to the patients that we serve.

You will see the two logos used together in these co-branded formats:

vertical: UnityPoint Health
Marshalltown

horizontal: UnityPoint Health
Marshalltown | Select PHYSICAL THERAPY
What was your first position as a nurse?
I started my nursing career right here in Marshalltown. My first position in nursing was as an LPN on our Medical/Surgical/Telemetry/Pediatric unit. Our unit is a very unique one, having all of these specialties on the same floor. I have cared for patients that were only a few days old, all the way up to 103 years of age.

How long have you been a nurse?
I have been a nurse for 9 years. I started as a part-time LPN while attending school to become an RN. After working on the Med/Surg unit for a few years, and every shift imaginable, I became a charge nurse. For the last 3 years, I have been the Nurse Manager of the same unit. I have had the unique opportunity to see our work from many different perspectives over the years and I’m very proud of the work we do every day.

What made you decide to be a nurse?
My journey into healthcare started from a young child. My response to the question, “What do you want to be when you grow up?” was always “a doctor.” I started college with the intent to get my undergrad in biochemistry before moving on to medical school. While attending college I volunteered at multiple hospitals, including Marshalltown Medical and Surgical Center (MMSC). I was able to see first-hand, the amazing work that nurses do day-in and day-out. Seeing this inspired me to change my career path and I decided to come back home and attend nursing school at MCC. Though nursing certainly has its ups and downs, I have never once regretted my decision to become a nurse. I love being a nurse and all of the people and lives I’ve been able to connect with as a nurse.

From your first nursing position, where has your career as a nurse taken you?
Being a nurse has allowed me to grow as a person. Nursing requires not only nursing skills but compassion, patience, understanding and strength; physically, mentally and emotionally. I have seen myself become better at each of these traits over the years. These skills have been instrumental in helping me to become a nurse leader as well. Nursing has been, and continues to be, a very rewarding and enriching profession. I continue to learn and to grow every day, and I am very thankful for that.

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HR News & Updates

**Earned Time / PTO (Paid Time Off) Clarification**

UnityPoint Health policy is that Earned Time (ET) is to be used in place of normally scheduled hours. When an employee requests a day off and they are on the schedule as a day off, they are to use ET for that full day. They cannot make up for it later in the week.

All scheduled ET will be paid to a team member, regardless of the number of worked hours or full-time equivalent as shown in the company payroll system.

Here is an example: if an employee requests a PTO day for Monday for eight hours, they MUST use a full eight hours of ET even though they may pick up an extra shift later on in the week or work more than eight hours on other days.

If you have any questions regarding the Earned Time Policy please see your manager or stop by HR.

Earned Time must be used before any other time off, such as unpaid time, can be granted.
Department Spotlight: Respiratory Therapy

Where is Respiratory Therapy located?
We are located at the main campus, UnityPoint Health – Marshalltown, 3 S. 4th Avenue, Marshalltown, IA. We are staffed 7 days a week, 24 hours a day to meet the needs of our patients. We can be reached by phone at (641) 754-5056 or fax at (641) 754-5265.

How many team members?
We have 14 team members who care for our patients. We are under the management care of Chris Hawkins, the director of nursing. We have two Clinical Leads, Claudia Else and Doug Bausman. Our very experienced Respiratory Therapy staff includes Don Cacek, Tonya Dixon, Paula Grimm, Trini Knutson, Joelle Loya, Jamie Mussman, Sue Reuter, Martha Sealman, Darcy Stevens, Yvonne Waddle, Darlene Wolf, and our cheerful respiratory assistant, LeAnn Wilkerson.

What services are provided?
We offer many services to all ages from newborns to the elderly, including:
- Assisting in all CPR and Rapid Response Calls
- Team approach to ventilator management
- Drawing Arterial Blood Gases and assisting with interpretation
- Performing EKG’s and EEG’s
- Holter and 30 day Event Monitors
- Breath Alcohol Testing (BAT)
- Pulmonary Function Testing (PFT)
- Sputum mobilization therapy
- Suctioning the airway
- Tracheostomy Care
- Incentive Spirometry
- Overnight oximetry trending
- Six minute walk test
- We see patients in every area of the hospital, both inpatients and outpatients, any time of the day. In the last 12 months we have done approximately 120 Holter monitors, 820 EKG’s, 47 EEG’s, 258 PFT’s, and 129 BAT’s.

How do Respiratory Therapy team members live our FOCUS values?
Foster Unity — We work as one team and collaborate between departments to give the best care possible to our patients.

Own the Moment — We strive to make the patient experience the best it can be by making every moment matter. Every patient, visitor, doctor, and co-worker needs to be treated with courtesy, compassion and respect.

Champion Excellence — Our employees come to work with a positive attitude ready to help one another and exceed expectations.

Seize Opportunity — During our daily activities we seize the opportunity to help educate patients on managing their respiratory needs (i.e. COPD, asthma, post op respiratory complications, home nebulizer management). Helping our patients one breath at a time.

What is something our team members may not know about Respiratory Therapy?
Pulmonary Rehabilitation is designed to control, reduce and alleviate the symptoms and complications of chronic respiratory issues. The program will teach patients how to reach the highest level of independent functioning for activities of daily living within the limitations of their respiratory condition.

Pulmonary Rehabilitation
- BIPAP and CPAP management
- Aerosolized nebulizers
Meet Our Providers

Learn more about some of our UnityPoint Health – Marshalltown providers both professionally and personally in their new provider videos!

Check out their highlight videos to learn about their education background, hobbies, and why they chose a career in medicine.

- Jaime Hooley, PA-C  
  Family Medicine

- Michael McCune, MD  
  Specialty Clinic

- Amanda George, ARNP  
  Family Medicine

- Melissa Pearson, ARNP  
  Family Medicine

- Steve Scurr, DO  
  Family Medicine

- Tim Cooper, PA-C  
  Family Medicine

Provider Profile

Milt VanGundy, MD
Wound Healing Center

When did you know you wanted to become a physician?
I knew I wanted to become a physician when I was in junior high school. Although I can’t recall any one time that was a major decision-maker for me to consider medicine, I do remember my family always calling me “doc” when I was a boy — but I ironically don’t remember why!

What makes your day at work the most fulfilling?
While I’m staffing the wound healing center, helping patients realize that with a little bit of help, we can guide their return to a healthier body. Gaining a patient’s trust and friendship, pays for our efforts in a very big way.

What’s a perfect day off of work look like?
Get up from bed when I’m done getting a good night’s sleep. Then spend the day with my wife — often putzing around in our gardens, playing with our grandkids and napping with the dogs.

What do you think your team excels at the most?
I am very proud of our department. I believe as a team, we make sure to treat each patient as a special person, providing a service that aims to exceed their expectations.

Do you have a role model? What did your role model teach you?
My family doctor was a major role model to me for many years. He taught me to respect, tolerate and enjoy everyone you meet; each person presents you with the opportunity to do your best.

Your words to live by?
I have two: It’s a good day to do the right thing. Project love to everyone you meet.