When Sharon Sables-Baus looks at a baby in the NICU, she doesn’t see the tubes and monitors. Instead, she notices the little things, focusing on the baby’s strengths.

It may be as simple as a yawn, a fuss or cry, but these subtle signs can make a world of difference when you have a sick neonate.

As a pediatric clinical nurse specialist at The Children’s Hospital (TCH) in Denver, Sables-Baus uses a neurodevelopmental conceptual framework to look at a baby with a relationship-based approach as opposed to a truly medical model.

This approach focuses on what the baby is working on and what the family is bringing to the relationship, which helps them to see beyond the vital signs, oxygen levels and IVs to see their child in a different light.

“It’s helping the family to really think about their infant in terms of the relationship they have with their baby as a parent and looking at them as the primary nurturer of the infant,” Sables-Baus said. “Just knowing that they can start to see their baby for who they are as a person is beneficial.”

Whether helping neonates or infants in Cardiac Intensive Care, the NICU or Cardiac Progressive Care Unit, Sables-Baus works with patients in any area of the hospital where there is a need. She practices very individualized care for each family and baby, working closely with physicians and nurses to ultimately support the baby in any way she can.

Kathy DeMarco, center, associate CNO of Rocky Mountain Hospital for Children at Denver’s Presbyterian/St. Luke’s Hospital, celebrates the opening of the hospital’s new building during a ribbon cutting ceremony in August. With her are Cheryl Read, left, manager of the Pediatric Department, and Jennifer Broekema, an educator at RMHC.

Kathy DeMarco has always taken pride in the exceptional care her nurses provide. And with the recent opening of a new state-of-the-art hospital they have an equally impressive place to call their own.

With the opening of the freestanding Rocky Mountain Hospital for Children at Presbyterian/St. Luke’s (PSL) Hospital on Sept. 8, Associate CNO DeMarco and the 300 nurses she manages in the Women’s and Children’s service line have a 160,000-square-foot space in which to practice.

“They have always done a phenomenal job and now they are doing it in a setting that matches the quality of care they provide,” DeMarco said.

Operated by HealthONE, the $128 million freestanding facility has a full-service pediatric emergency department staffed 24/7 with board-certified/board-eligible pediatric emergency physicians, 53 pediatric beds, 10 pediatric intensive care beds and six pediatric specialty operating rooms, according to the hospital’s website.

Although the RMHC facility is new, the hospital began as a team of 10 pediatric and neonatology physicians in 1977 at Presbyterian/St. Luke’s. It became a pediatric hospital within a hospital, offering expertise in maternal-fetal, newborn, pediatric...
and adolescent care.

The hospital now provides care in six states with more than 300 affiliated physicians providing 40 specialties from six HealthONE facilities in metro Denver and specialty pediatric outreach centers in Douglas County, Broomfield and Casper, Wyo.

For DeMarco and her staff, being a part of the adventure in this new facility has been exciting and rewarding. But it has also required endless planning and hard work to make it happen.

One of the biggest challenges in moving the nursing staff from the old to new departments was adjusting to the tremendous amount of new technology, as the hospital got a huge upgrade in devices such as cardiac monitors and medication-delivery pumps. It is also took time for the nurses to get comfortable in their new space.

DeMarco and her staff worked for months to prepare for “Day in the Life” training days individualized for each department, which consisted of 12 to 15 hours of training per nurse in the new facility.

“People were pretty excited,” DeMarco said. “We came together not just as a nursing staff, but with everybody in the facility.”

In late August, as the opening date grew closer, the hospital had mock patients come through the door to test different scenarios, allowing nurses to practice and get comfortable with the flow and new equipment. During the process, the staff members posing as patients also noticed subtle things that were missing. For example, they realized that there was no TV installed in the OR waiting room. A simple thing, but something that needed to be addressed.

“We were able to do a lot of tweaking before we went live with real patients. We worked on processes and the staff was really engaged,” she said. “It went pretty smooth because of all the training.”

The reaction has been 100 percent positive, DeMarco said. The patients are thrilled to be in a beautiful new environment and the nursing staff is happy to be in it as well.

One of the highlights of the new hospital is its Minimally Invasive Surgery Rooms. The rooms are some of the most advanced in the world, with new communication tools, cameras and computerized screens to assist physicians as they use very small instruments for surgery.

DeMarco started her nursing career in 1989, after earning her ADN from Queensborough Community College in Bayside, New York. She practiced in New York in intensive care and telemetry and started her 17-year career in high-risk labor and delivery in 1991.

She moved to Colorado and worked as a nurse on HealthONE’s Airlife high-risk obstetrical flight team from 2000 to 2003, and she then moved to Swedish Medical Center as a labor and delivery nurse.

She joined PSL as the maternal/child outreach coordinator in 2005, a position which she held for two years, providing medical education to nurses and doctors in rural communities in a five-state region. DeMarco took over as director of Women and Infants’ Services at PSL and RMHC in July 2007.

She also earned her BSN in 2007 and her master’s in nursing and health education in 2008, both from the University of Phoenix. DeMarco has seen her fair share of nursing excitement in her 17 years in high-risk labor and delivery. But when she was named associate CNO over two years ago, she had no idea what an adventure it would be opening a new hospital.

“It’s been one of the most interesting things I’ve ever done,” she said. “It’s been a great project and I’ve learned so much from all the people I’ve worked with. I wasn’t trained to understand construction, but I’d do it again. We had a lot of laughs and stress, but it’s exciting. I don’t know how many times you get to open a hospital. I’m grateful for this experience.”

One of the most rewarding aspects of the project was the nurse involvement and influence in the hospital’s design, DeMarco said.

“It was really important for the nursing staff to stay close to this project as possible. I told them, ‘This is your workplace,’” she said.

Throughout the construction process, DeMarco sought nurse input on workflow and floor setup, which involved taking groups of nurses and physicians on walkthroughs of the hospital as construction progressed. Many nurses’ suggestions for improvement were made, resulting in a work space the nurses really like. Being involved in the construction of the new facility allowed DeMarco to be the voice of nursing at RMHC. It allows her to do what she enjoys the most about her position—taking care of nurses.

“I love nursing. Even though I moved away from the bedside, it’s still my passion. It’s an important part of who I am and why I like this job,” she said. “These 300 nurses are doing a phenomenal job taking care of patients, so someone needs to take care of them.”

Center for Joint Replacement Achieves Specialty Center Status

United Health Premium® has named the Porter Center for Joint Replacement as a Premium Total Joint Replacement Specialty Center for 2009-2010. This designation means that Porter Adventist Hospital has met rigorous quality criteria based on nationally recognized medical standards and expert advice.

Physicians with the Porter Center replace more than 1,500 joints each year, making it among the largest centers in the region. The UnitedHealth Premium® designation means that patients can depend on Porter’s Center for Joint Replacement and its physicians, including those with Colorado Joint Replacement, for conscientious, reliable care for total joint replacement.

The designation is based on detailed information about specialized training, practice capabilities and outcomes and is designed to help consumers make informed choices in selecting high-quality joint replacement facilities.

The United Health Premium® award adds to the Porter Center for Joint Replacement’s recent recognition from Anthem Blue Cross and Blue Shield as a Blue Distinction Center for Knee and Hip ReplacementSM.

Porter Adventist Hospital is a full service, Nursing Magnet® designated, 368-bed acute-care referral center for complex medicine and surgery patients. In addition to being ranked No. 1 in overall cardiac care in Colorado by HealthGrades, Porter specializes in cancer care, joint replacement, spinal care and transplant. Porter is sponsored by Adventist Health System and is part of Centura Health, Colorado’s largest hospital and health care network delivering advanced care to more than half a million people each year, across 13 hospitals, seven senior living communities, medical clinics, affiliated partner hospitals, Flight for Life® Colorado, and home care and hospice services. Porter’s and Centura’s strength lies in the ability to offer a team of connected networks and shared resources to deliver accessible, reliable and cost-effective health care across the state. For more information about Porter Adventist Hospital, visit www.porterhospital.org or the Media Room at http://porter.mediaroom.com.
Continued from Page 1

“Just by saying, ‘Wow. Your baby looks so good today,’ it helps them see what’s going right and is very beneficial for the family,” she said.

Sables-Baus, Ph.D., RN, PCNS-BC, is trained to notice a baby’s nuances and helps parents pick up on these as well. For example, if a child is fusing, she may coach the parents that he may be ready to eat. Or, it may be as simple as reassuring parents that their baby is aware of their presence at the bedside and encouraging them to touch the baby. This is especially important when parents are struggling to cope with their child’s often-serious condition.

“It really helps the family build their confidence and security in their role as a parent,” she said.

In the 12 years that Sables-Baus has worked at TCH—mostly working in NICU—her role has evolved as she expanded her practice to care for all neonates and infants no matter where they are in the hospital. She works closely with physicians and other advance-practice nurses so they know when to call on her expertise.

If a baby’s challenges aren’t too intense, her goal is to give the staff and family strategies to develop a care plan to share with their primary care nurse or physician. It’s team-building for the baby’s success.

“My real focus is consistency in the caregiver. It’s real important—that type of mutual regard the infant has for their parents,” she said.

She will coach nurses and parents how to get a baby out of bed for skin-to-skin holding, for example, although she will not be there for every feeding.

“I really work with the family and help them to feel comfortable and how to advocate for their child. It really can be quite intimidating,” she said of speaking up to physicians and nurses. “That’s something they will need for the rest of their life. They need to learn those skills.”

Sables-Baus has a dual role and spends half of her time as an assistant professor at the University of Colorado’s College of Nursing.

“The beauty of this position is that it allows me to focus on the population that I love and teach in a formal setting, bringing my expertise from the university setting in terms of research back to my practice at TCH,” she said.

Her research interest focuses on oral feeding, which she says is one of her biggest passions.

She explains that for some neonates, it is difficult to drink from a bottle, as sucking, swallowing and breathing are difficult to coordinate. She focuses on oral feeding in infants with congenital heart disease who have had surgery within the first year of life and in infants with chronic illnesses. She is involved early on to help develop a consistency in the baby’s daily schedule, to monitor the baby’s development and to work towards the ultimate goal of the baby’s ability to eat by mouth.

Especially following surgery, an infant is trying to breathe on her own, which takes the majority of her energy. She says a child in this position can’t be expected to be alert with an open mouth, sucking and swallowing enough to grow and flourish.

She educates the nursing staff on how to identify little things—environmental factors in the macro-environment—that can make a huge difference in an infant’s oral feeding success. For example, turning off the TV and making sure it’s quiet can help with breathing, while turning down the lights can prevent a baby from being distracted from sucking, swallowing and breathing. And knowing how to transition an infant from the crib to your arms properly can help the baby save precious energy.

“Those kinds of things help the baby be in the best possible state for eating well,” she said.

Sables-Baus admits she fell into nursing pretty much by chance, as she chose to attend nursing school because it was something she could afford. She received her two-year diploma from St. Luke’s School of Nursing in Bethlehem, Penn., in 1979. It was a perfect fit and she fell in love with nursing.

More than 30 years ago, she started her career working as a neurology and plastic surgery nurse, and then as a coronary and ICU nurse in Pennsylvania. She spent 15 years at University of Colorado Hospital (UCH), first as a clinical nurse in the intensive care nursery and the pediatric ICU, and then as manager of the Newborn and Intensive Care Nurseries at UCH. She eventually became manager of the Women and Infant Care Unit, Intensive Care Nursery and Family Medicine at UCH.

As she advanced clinically, she also continued her education. Sables-Baus earned her BSN in 1987 from the University of Phoenix. She went on to earn two master’s degrees, the first in Public Administration with an emphasis on health care policy in 1993 from the University of Colorado-Denver; the second from the College of Nursing at the University of Colorado-Denver in 2007.

As an advance practice nurse, Sables-Baus focused a lot of her graduate education on mental health, working with kids with chronic illness and spending a lot of time in the community, which she said helped her develop a more holistic approach to nursing. And her strong observational skills attracted her to the neurodevelopmental approach at TCH.

By listening to the family and developing a relationship of trust, Sables-Baus said she is able to listen to a family’s goals and work with physicians and nurses to make it happen. This is where her background in management comes in handy—when she needs to balance the goals of a physician with those of the family.

Sables-Baus said she truly loves her job and the impact she can have on a child’s life.

“This way of looking at babies and their behaviors has enriched my experience of caring for infants and their families,” she said. “We help the families and the infants with this experience, and help make long-term differences. It’s huge the impact nurses can have.”
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We Are Seeking a Certified Medical Assistant for our primary care office located in Canon City. Primary responsibilities will include assisting with back office duties, completing follow-up documentation, and delivering exceptional customer service on a daily basis. This position also will need two years of supervisory experience. We are looking for someone who will be a team player and respectful to patients and their co-workers. Please fax resume to: 719-204-0230.

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Certified Nursing Assistants 2pm – 10pm. 10pm – 6am. PRN (On-Call) Valley Manor Care Center provides long-term skilled nursing care, memory care, in-patient and outpatient rehabilitation services and is currently looking for CNAs to join the organization. Teamwork, reliability and the desire to provide quality care is essential. Submit resumes or applications to Valley Manor Care Center, 1401 S. Cascade, Montrose, CO 81401 or Fax to 970-249-6880.

Full time CNA for afternoon shift 2pm-10:30pm. 11 paid days off first year – Health/Life insurance – 401K retirement plan. Join a strong, committed team, working with a specialized population in a unique, upbeat environment. Apply at Valley View Health Care Center 2100 N. 10th St. Canon City EOE.

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Licensed Practical Nurse/Registered Nurse -Prn. NEW GRADS welcome. Full-time position, night shift. Must be Colorado licensed. Benefit package, competitive wages. EOE. Apply in person at Pine Ridge Extended Care, 119 Bastille Drive, Pagosa Springs, CO. (970) 731-4330.

Looking for a mature person, flexible hours, to care for memory impaired ladies. Safe Haven Manor of Salida is looking for a mature person, flexible hours, to care for memory impaired ladies. Must be caring, loving and have good references. Wages DOE. Call 719-539-6238 or 719-221-4464.

Looking for a mature person, flexible hours, to care for memory impaired ladies. Safe Haven Manor of Salida is looking for a mature person, flexible hours, to care for memory impaired ladies. Must be caring, loving and have good references. Wages DOE. Call 719-539-6238 or 719-221-4464.

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Part-Time Medical Assistant needed for growing office. Experience helpful. Fax resume to: (970) 330-5111.

Medical Assistant Positions in Craig. Must provide consistently high quality care to patients, evaluate the needs, respond to inquiries and perform a medical triage function. Must be able to multi-task in a busy clinic setting, maintain a professional demeanor and customer service orientation to clients, peers, and providers. Requires some travel, excellent computer and communication skills. Please apply in person at the VNA, 940 Central Park Drive, Suite 101, Steamboat Springs or 745 Russell Street, Craig. Please direct any inquiries and letters of interest to sanderso@nwcowca.org.

Looking for PRN. PRN Primrose Retirement Community of Pueblo is looking for PRN. Duties will include charting, medication administration, providing assistance to residents with their activities of daily living and assisting in serving meals to residents. Candidates must demonstrate the ability to be a caring role model, excellent communicator, be self motivated, have a positive attitude and willingness to work with all departments. Apply today! Please email resumes to pueblo@primrosedemenetirement.com or apply online at: http://www.primrosedemenetirement.com.

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New nonfiction book urges nurses to get healthy

Your Care Plan by Julia Buss, RN, MS, recommends nurses care for themselves just as much as they care for their patients

Your Care Plan: A Nurse’s Guide to Healthy Living by Julia Buss, RN, MS, aims to send an active message to the 3 million registered nurses in the United States, encouraging them to lead a healthier lifestyle. “I found a 2008 study in the Journal of the American Academy of Nurse Practitioners showing 54 percent of nurses are overweight or obese. Moreover, 18 percent of nurses smoke—the highest percentage among health care providers,” says Buss. “I started to think that nurses, despite their expertise, are affected by the same issues that the rest of Americans are facing when it comes to a healthy lifestyle.”

According to the World Health Organization, an estimated 80 percent of heart disease, stroke and type 2 diabetes, and 40 percent of cancer, could be avoided if common lifestyle risk factors were eliminated. To prevent chronic health issues, Buss offers nurses in Your Care Plan a self-assessment; discusses the risk factors for problems such as obesity, inactivity, smoking and alcohol overconsumption; reveals the specific dangers of sugar, high-fructose corn syrup and high-calorie processed foods in the diet; and suggests ways to change through a quality improvement program. “The key tips for health are: eat more fresh foods, avoid added sugar, stop drinking sugar-sweetened sodas and juice drinks, add more fiber to your diet, exercise for an hour a day, limit your alcohol intake, do not smoke and avoid secondhand smoke,” says Buss.

Buss, a registered nurse since 1991, realizes firsthand the importance of not only taking care of patients, but of oneself in order to be an advocate of healthy living. “I value nurses. During my career in healthcare, I have met so many amazing, hard-working, brilliant nurses who go above and beyond every day to help their patients. I wanted to do something for nurses,” she says. Your Care Plan: A Nurse’s Guide to Healthy Living is available for sale online at Amazon.com and other channels.

Julia Buss trained to be a nurse in London and earned a master’s degree in health policy from the University of California, San Francisco. She is now a registered nurse in California. Buss, who also has a bachelor’s degree in literature from Brown University, regularly writes online health articles.

November is National Alzheimer’s Disease Awareness Month

The following programs are hosted by the Alzheimer’s Association of Colorado.

Alzheimer’s Learning Institute presents Alzheimer’s Disease Process A new interactive video teleconference format for healthcare professionals - Tues, Nov 2 - 9 am – Noon Live in Ft Morgan, telecast to Burlington, Sterling and Wray, $35 per person, earn three hours toward your Certificate in Dementia Care. Register online by Oct 29 alz.org/co or call 303-813-1669

A Culturally Competent Understanding of Dementia in Latinos For healthcare professionals-Special guest Dr. Jose Lafosse, Regis University - Fri, Nov 5 - 11:30 am - 1:30 pm 455 Sherman St Suite 500 Denver, CO $10, Box lunch included call 303-813-1669 to register

Gone Campaigning

By William Warren

My ex-wife called and wants us to get back together. I still love her but she is resistant to obtaining counseling so we can address the issues that caused our divorce. I don’t know what to do.

Sometimes emotions get in the way of intellect and the results can be costly. If it didn’t work the first time why would it work the second time if you don’t do something different.

The euphoria of love eventually reaches a plateau and your husband’s snoring or your wife’s spending will surface, maybe not directly but emotions related to unsavory behavior will not just go away.

Insist that your ex-wife attend counseling with you. If she refuses, shut this chapter of your life and move on. Don’t invest your time and emotions if she is not willing to invest hers.
Banner Health announces intent to build on a campus between Brush and Fort Morgan

Banner Health has announced that it intends to build a new hospital and medical office building on a medical campus between Brush and Fort Morgan.

“We’re moving forward on this effort, but it’s important to understand that this presents an ideal opportunity for Banner Health and Lifepoint to come together as partners to build this campus and provide these needed health services for all residents of Morgan County,” said Peter Fine, President and CEO of Banner Health.

Banner Health operates East Morgan County Hospital in Brush, and Lifepoint operates Colorado Plains Medical Center in Fort Morgan. Recently the Morgan County Healthcare Horizon Council presented an extensive report about meeting the health needs of the county.

Central to this report was a call for collaboration between providers and better coordinated services. “We believe a new hospital between Brush and Fort Morgan will bring these two communities together at a location that offers county residents state-of-the-art medical care, convenience and a highly coordinated patient care experience” Fine said. “Clearly the current hospitals in both communities have served residents extremely well since they were built more than 50 years ago, but the reality is that they are outdated, older facilities that need to be replaced,” he added.

Physicians on the campus will provide patient care in their clinics that will be part of the new medical office building on the campus. These physicians will be affiliated with Banner Health. They will be supported by ancillary services such as medical imaging and laboratory. Additionally the site will provide a cardiology clinic as well as 26 other specialty provider clinics.

“Many of these specialty services are not available in Fort Morgan today, so this is a tremendous improvement in the ability of Fort Morgan residents to conveniently access this care,” said Fine. Additionally, patient care coordination will be vastly improved for county residents through Banner’s enhanced suite of electronic medical records. This electronic technology allows clinicians to have access to critically important information at the point of care, whether that’s in a physician’s office or bedside in the hospital.

Banner Health is a leading health system in the country in the implementation of electronic solutions to improve patient care. In fact, during 2010 Banner was recognized in Modern Healthcare magazine as a Top 10 Health System in the nation for our patient care and a Top 10 Integrated Health Network for our implementation of these electronic solutions that improve patient care.

“Patients coming to our new hospital and medical clinics will have the same level of technologic support that’s available at all Banner facilities, including large regional hospitals like North Colorado Medical Center in Greeley,” said Fine.
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- Leading technology

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**Clinical Nurse III - 3rd Floor Ambulatory (Job ID# 40685)**
**Clinical Nurse III - Therapeutic Apheresis (Job ID# 40645)**
**Clinical Nurse III - Gastro (Job ID# 40283)**
**Clinical Manager - Nursing Float Team (Job ID# 30174)**
**Clinical Manager - Nursing Administration - Clinical Translational Research Center (Job ID# 40073)**

To apply, go to the Careers section of our Web site, click on the “Advanced Search” button and search by Job Opening ID#.

*The Children’s Hospital has been ranked nationally by U.S. News & World Report since its 1993 inception. The Children’s Hospital is an equal opportunity employer.*

www.thechildrenshospital.org