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November 1, 2021 Vol. 22 Issue 44

Information for the Oklahoma Nursing & Health Care Professional



Rebecca Slavens, LPN, does not give up when the going gets rough.

by James Coburn - staff writer

Rebecca Slavens loves providing God's work she became a licensed practical nurse. At as a nurse. She fell in love with the elderly when she came to work at Stillwater Creek Skilled Nursing & Therapy in 1996.

"I feel like he's led me to be here and help the elderly," said Slavens, LPN and charge nurse.

Her grandparents were gone while she was growing up in New Mexico and Colorado. At age 18 she moved to Stillwater. Three years later

first, she was just looking for employment and applied for housekeeping. The nursing home offered her a job as a CNA until a position in housekeeping opened there.

"I told the lady I didn't know anything about that line of work. And she said, "Don't worry, we will train you," Slavens www.oknursingtimes.com

OU Health Invests \$50 Million in Workforce **U**Health

Since merging its hospitals and clinics into a single entity on July 1, OU Health has invested \$50 million in its workforce.

"As Oklahoma's only comprehensive, integrated academic healthcare system, it is important that OU Health invest in our workforce and provide benefits that attract and retain the most talented physicians, nurses and other types of healthcare providers and staff. Our people are our biggest asset. Every day, they come to work committed to serving the patients who seek our care," said Harold Burkhart, M.D., Acting CEO for OU Health.

Investing in workforce capacity is also critical during the time of COVID-19, which has taken a toll on healthcare providers and prompted many to leave the field. OU Health, like healthcare systems across the nation, faces a significant shortage of nurses. To strengthen the workforce, OU Health has provided retention bonuses, pay increases, and launched several initiatives that focus on well-being.

Investments include the following:

• Retention bonuses for direct-care registered nurses, respiratory therapists, licensed practical nurses, patient service representatives, medical assistants and scrub technicians

• Pay increases for select positions

 Career ladder opportunities for respiratory therapists, imaging technicians and surgical technicians

• \$14 minimum rate of pay across the health system

• Increase in paid time off (PTO) accruals over three years to bring OU Health into the 75th percentile of academic medical centers

• 100% short-term disability benefit for all employee

SLAVENS Continued from Page 1

recalled.

Being a CNA brought her to admire a group of nurses who wanted to help people in need. She remains a strong defender of the elderly today. The nursing staff could choose to work somewhere else.

"But they chose here. There is just something about helping somebody that helps you as well," Slavens said.

Her compassion and grace were put to work in early 2020 as COVID began challenging life in America. Nurses began hearing about a deadly disease spreading through Oklahoma. The numbers were not good.

"When it came to our building it spread like a wildfire," Slavens said.

A core group of nurses didn't give up as others left the profession. Nurses at Stillwater Creek Skilled Nursing & Therapy didn't bury their head in the sand. They faced the facts by educating themselves about the pandemic and adopted best practices from the Centers for Disease Control and Prevention. "It was a very trying time just watching everybody work alongside with you," she said. "All members of the team from the housekeepers to administration — just watching them work together to take care of them and going through the sadness when we lost one of the residents was quite a trying time. It brought us closer together."

She attributes her strength of character to Jesus Christ, the residents, and her fellow co-workers. Slavens will never forget the patientcentered care she has witnessed by staff to the residents.

One CNA set an example of working long hours through the weekends. There were barely enough CNAs on staff due to COVID, but Denise went above and beyond expectations to provide the residents more care, Slavens said.

"It was just seeing those people put in extra hours to be there because the residents needed it," she continued.

Slavens said sadly, she sees fewer nurses applying for positions as there were before the pandemic. COVID burnout and the preexisting nursing shortage have increased the employment gap.

"We're feeling that," she said.

Her grandchildren fill a lot of her leisure time. Slavens re-energizes by going to church and reading. "I focus on family when I'm

not here," she said.

Her extended family includes the residents making their home at Stillwater Creek Skilled Nursing & Therapy.

"I've worked here a long time and I hear a lot of stories, and I enjoy hearing them and they enjoy it. They enjoy reminiscing about their past when they were young and their children when they were little," Slavens said.

She learns of their careers and even painful times of the residents' lives. Many intriguing people have conversed with Slavens through the years. Professors, doctors, engineers, housewives, and farmers have shared sentiments with Slavens.

Nurses who have spent decades helping patients have become residents at Stillwater Creek as well. Some of them bring empathy to their bedside.

"Some of them will tell you, 'I know what it's like. I was a nurse, too. Just take your time," Slavens added. "And some are very firm because they used to be a nurse. They know how it should be done."

Being a nurse is unlike any other job, she said. Nursing stands out among other careers that bring a human connection, Slavens said.

"It's watching a patient improve in health, and watching them sometimes leave here," she said. "They get their rehab, and you watch their daily achievements and getting to go home, or being with a patient that's dying, and you are there with their families to make their last moments more comfortable — as peaceful as it can be with them."

Slavens cherishes the friendships made with family members. A special bond develops as families know her by name.

"They trust you and that's very important. They are leaving their family members here and entrusting them with people they don't know to take care of them," Slavens said. "Once they know us and trust us, they know they can go to you."

For more information visit: www.stillwatercreekok.com



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Our daughter, Ellie, was born in November 2008. When she was 3 months old, we found out she had a liver problem. We went to Children's Hospital in OKC, but were soon sent to a transplant center in Nebraska for evaluation. On March 18th, Ellie was put on the list for transplant. We came back home to wait. Ellie was treated at Children's twice a week, until she began to lose weight in May. We went back to Nebraska the day after Mother's Day, and she was admitted to the hospital. While there, I was evaluated as a living donor for Ellie, and we soon learned I could give her part of my liver. Ellie's transplant was on May 22, 2009. It was the hardest thing that I've ever done, but the easiest decision of my life. We came home Father's Day weekend.

Organ, eye and tissue donation saves lives. Please make your decision to donate life and tell your family. Register to be an organ, eye and tissue donor on your Oklahoma driver's license or state ID card or register online at **www.LifeShareRegistry.org.** If you don't have a license or state ID card and do not have internet access, call **800-826-LIFE (5433)** and ask for a donor registration card.



Staffing Challenges In Long Term Care Facilities

The COVID-19 pandemic has put a tremendous strain on nursing homes and assisted living communities across the country, but one area that continues to worsen among facilities is the workforce crisis. Long term care facilities are experiencing growing staff vacancies as burned-out caregivers exit the profession. A recent American Health Care Association and National Center for Assisted Living (AHCA/NCAL) survey found that 86 percent of nursing homes and 77 percent of assisted living providers say their workforce situation has gotten worse in just a few months.

Providers want to offer higher wages and better benefits to attract and retain employees but lack the necessary funds to do so. For years nursing homes have faced low Medicaid reimbursement rates that do not adequately cover the cost of care. These low rates, coupled with additional expenses from the pandemic, have left many facilities in financial turmoil. And now as staff challenges grow, providers are left without the means to hire new workers or keep their current ones.

Washington Newsday recently reported the dire labor shortages in long term care. According to data from the Bureau of Labor, nursing homes and residential care facilities have lost more than 425,000 employees during the course of the pandemic. Fewer caregivers are forcing many facilities to have to turn away new residents. The AHCA/NCAL survey also found that 58 percent of nursing homes have had to limit new admissions because of a lack of employees. A recent story in MarketWatch highlighted the significant drop in nursing home occupancy during the pandemic. In just the span of a year, occupancy rates fell from 85 percent to 68 percent. Now, nursing homes are struggling to recover due, in part, to staffing shortages, as occupancy rates have only increased to 72 percent.

Lawmakers can address chronic staffing challenges through the reconciliation package currently in discussion.

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INVESTS

Continued from Page 1
Creation of a Mental Health Helpline for employees in response to

the COVID-19 pandemic
Bonuses of up to \$10,000 for OU
Health employees who refer candidates hired into eligible positions

• Paid maternity and paternity leave for all new parents up to 12 weeks

• \$20,000 lifetime benefit for infertility diagnosis and treatment

• Childcare enhancements, including 24/7 emergency back-up childcare and virtual tutoring

• Workforce of the Future program in which eligible employees can work some or all of the time from home

• OU Health Travel at Home, giving current nurses the option of receiving a higher hourly rate in lieu of a benefits package

• OU Health Weekend Program, which pays nurses for 72 hours when they commit to working four 12-hour weekend shifts in each two-week pay period

• Tuition reimbursement and scholarships for OU Health nurses seeking to continue their education at the Ziegler College of Nursing at the OU Health Sciences Center

"The investments we are making at OU Health are critical both for the short and long term," said OU Health Interim Chief Nursing Executive Julie Hoff, Ph.D., MPH, RN. "Our aim is to grow, strengthen and enhance our healthcare system. It is our goal to ensure all members of the healthcare team are prepared and empowered to help drive the OU Health System to its best future."

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Enid Woman Encourages Breast Awareness After Facing Cancer

Breast cancer is the most commonly diagnosed cancer among American women. Approximately one in eight U.S. women (roughly 13 percent) will develop invasive breast cancer over the course of her lifetime.

Sandy Schapansky, like thousands of other women diagnosed with breast cancer, never imagined she would be one of them.

A wife and mother of two grown daughters, Schapansky is like many women in their mid-50's – enjoying an empty nest, watching grandchildren play sports and traveling as much as possible. She has a friendly, outgoing personality and beautiful smile. If you met Sandy on the street, you would never guess the hardships she has confronted over the past 12 months.

Schapansky's story really begins 25 years ago, when she was just 30 years old. "I had just had a baby, and I discovered a lump in my right breast," she said. "I had it checked out, and it turned out to be what is called macrocalcifications, which

are small calcium deposits in the soft tissue of the breasts. These are usually noncancerous, although some patterns can be a sign of cancer." Schapansky went on, "It looks kind of like glitter on a mammogram. It can be completely normal, but is something that can turn into cancer, so I began to get screened for breast cancer every one to two years."

She continued her screenings throughout her 30's and 40's without incident. No new lumps. Nothing to be concerned about.

In late 2019, Schapansky, then age 55, was working for INTEGRIS Health ENT Jerome Dilling, M.D., as a medical assistant. "Things were very busy at work and busy in my personal life, and I felt like I didn't have time to squeeze in my mammogram, so I put it off. I told myself I would do it after the beginning of the year, when things started to slow down." Then COVID-19 hit, sending everything into a tailspin.

A few months later, in September 2020, Schapansky felt an unusual

lump in her left breast, which she thought to be somewhat odd, because her right breast was the one with the microcalcifications and the one she always kept a close eye on. She immediately scheduled a mammogram.

An hour after the appointment, the clinic called and asked her to come back in for additional views and an ultrasound of her left breast. While she was there, they also scanned her underarm, which Schapansky knew was not a good sign. They told her at that time the abnormality that was found appeared to be cancerous.

The next step was to undergo a guided biopsy. The results came back confirming that she in fact did have cancer - invasive ductal carcinoma, which is the most common type of breast cancer, representing about 80 percent of breast cancer cases.

An MRI further confirmed that the cancer had spread to Schapansky's lymph nodes, meaning that her cancer was designated as stage three. Schapansky said she felt more comfortable with a female srgeon and chose INTEGRIS Health's Stephanie Taylor, M.D., located in Yukon, to perform a lumpectomy and remove two lymph nodes to which the cancer had spread.

Following her surgery, Schapansky began chemotherapy treatment with Sumbal Nabi, M.D., and her team at the INTEGRIS Cancer Institute of Enid in December 2020. "They are the kindest, best support system you could ever imagine," she said. "When you're scared to death of the unknown, they put you at ease."

Schapansky continued on about her experience, "Throughout the process I was sick, I cried, and I asked if I was going to lose my hair. Dr. Nabi told me I would. That first day of chemo was the hardest, most emotional day I have faced. I got really sick. The thing that got me through is knowing the hurt others have faced, like losing a child. Chemo was bad, but I know

See CANCER Page 5



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CANCER Continued from Page 4

there are worse things that I could have faced."

In April of this year Shapansky finished her treatments and went back to work. Dilling retired, so she ended up working with OB/GYNs Michael S. Jackson, M.D. and Andrea Partida, D.O., at INTEGRIS Women's Health Enid. "I feel like this is exactly where I'm supposed to be," Schapansky said of her new role. "I feel like God put me here for a reason, and I'm really enjoying it."

Two weeks after her chemo treatments ended, Schapansky began taking radiation therapy each day after work at the INTEGRIS Bass Radiation Oncology Clinic, completing 33 treatments. "It was scary to get started, just like chemo, but the girls in the clinic really helped make me feel comfortable and at ease. Their care and compassion made such a big difference for me."

It's been a long year for Schapanksy, and this month she will go for her final CAT scan to see if she is now cancer-free, although her tumor markers indicate that she is. After her experience, Schapansky's message to other women is simple. "Know your breasts. If you are familiar with them, then you will be more likely to recognize changes if they do happen. Be proactive."

She emphasizes that communication with your physician is important as well. "If you think something might be amiss, call your doctor. Phone calls are free," she said with a smile.

And, of course, she wants to encourage women who are the appropriate age to get those mammograms and not put them off. Don't skip them. "Had I not waited and put my mammogram off, I feel like I probably would have caught my cancer sooner, before it had moved into my lymph nodes," she said.

Sandy has inspired her sister and both daughters to become more proactive in their own breast health with mammograms and selfexams, something that she feels good about.

"I never dreamed I'd have breast cancer. It came out of nowhere," Schapansky said. "But today, I am 56 years old and looking forward to the future. I can't live in fear."



Sandy Schapansky, wife and mother of two grown daughters.





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SENIOR NEWS & LIVING



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If you had a super power, what would it be?



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Jordan Rowley RN

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OU leading nursing renaissance

November 1, 2021

As Covid-19 threatened nursing education in 2020, the collective minds at the University of Oklahoma Fran and Earl Ziegler College of Nursing decided to use the historic event as a learning tool.

From collecting Covid-19 swabs to administering vaccinations, OU's College of Nursing found a way for students to not only learn but be a part of the solution throughout the pandemic.

"Ever since last fall I've been talking about the clinical renaissance we can be a part of in nursing," said Senior Associate Dean Melissa Craft, PhD, APRN-CNS, AOCN, FAAN. "After the last great plague in the Middle Ages, there was a renaissance. My point all along has been how best to positively use this experience for the betterment of patients and for us as nurses."

The focus has not only been on students simply emerging from the pandemic but flourishing, armed with experience and a new set of skills.

From a nursing education standpoint, the pandemic has taught a number of lessons.

"Going back to Florence Nightingale, formalized nursing was birthed because of a war and nurses' responses in stepping into that situation," said Craft. "Florence Nightingale was a scientist, she was an advocate for social justice, a leader in healthcare management, and at the core, she was dedicated to individual flourishing.

"To me (what the pandemic) has taught us as a college is what we do as nurses is infinitely needed. What the pandemic has taught everyone is the knowledge and skill of nursing as scientists, as advocates, as leaders in healthcare management, and at their core, dedicated to human flourishing is incredibly essential in our society." The pandemic not only validated to Craft that what is currently being done to prepare nurses for their profession needs to continue, but it also allowed introspection and an opportunity to revisit if the profession is doing everything it can as a science and advocate for social justice.

The pandemic also served to further highlight the underlying disparities in our healthcare system.

"As nurses, as nursing students, and as a college we can't be blind to that," Craft said. "We really have to look at it as an opportunity. Again it's the renaissance which was all about going back into learning, wisdom, discovery and exploration."

As in-person nursing education ground to a halt around the country, the OU College of Nursing sought out opportunities to engage students and help them learn during these unprecedented times.

One of those opportunities came out of the Swab Pods, where students staffed Covid-19 testing stations in Oklahoma City and Tulsa.

The students loved it, especially in a time where they were taken out of face-to-face classroom and the clinical learning settings.

"The core of what nurses do is they lean into situations," Craft said. "It's like firefighters run into a burning building, nurses run into taking care of people. When we started looking at (the swab pods) it was clinical, it was community and reaching out to where our community needs us. It was sort of a rethinking of what it does mean to do clinical work. It doesn't all have to happen in an acute care setting. In fact, we need to recognize that "the majority of patients' lives don't occur in an acute-care setting." Therefore we need to be where



community vaccination clinic. the patients are and our students

need to learn where the patients are. The university also leveraged

its partnerships with OU Health as well as the Oklahoma City County Health Department and the Oklahoma City VA Health Care System to identify other student learning opportunities.

"What we've done as a college is to look at every opportunity not to continue what we've always Dr. Melissa Craft is helping lead the OU College of Nursing's education renaissance.

done but ascertain what the OU College of Nursing can do now to make a difference," she said. For more information visit: https://nursing.ouhsc.edu/



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SITUATION UPDATE: COVID-19

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*Includes 17 hospitalizations in pediatric beds.

**Focus, Rehabilitation and Tribal Facilities numbers are not assigned to a specific region as their patient populations reside across the state. Information provided through survey of Oklahoma hospitals as reported to HHS as of the time of this report. Response rate affects data. Facilities may update previously reported information as necessary.

Data Source: Acute Disease Service, Oklahoma State Department of Health. *As of 2021-11-01 at 7:00 a.m.

The Dozenth Santa Market Craft Show Arrives



Organizers Joan Clarke, Molly and Megan Nye posed for their free photos with Santa Claus last year at the Santa Market Craft Show.

Story by Darl Devault, Contributing Editor

The Santa Market Craft Show November 19-20 at State Fair Park has evolved the last dozen years into Oklahoma City's premiere free twoday showcase for Christmas themed creations, benefiting the Alzheimer's Association of Oklahoma.

As one of Oklahoma's largest free nonprofit arts and craft shows, the 12th annual festive shopping experience will fill the Pavilion and Centennial Buildings with more than 180 carefully chosen creative vendors. It features free admission, free parking, a silent auction and more from 9 to 4

Friday and Saturday.

Visitors are encouraged to bring their children to get their free photos taken with Santa Claus at Oklahoma City's most prestigious Christmas market each year.

Shoppers are treated to a variety of home decor, homemade arts and crafts, boutique and holiday items, jewelry, children's clothes, and food goodies. Free shopping bags sponsored by local businesses will be given to the first 1,000 visitors.

Joan Clarke, along with Molly and Megan Nye began the event in

2010 after Joan's husband died of Alzheimer's in 2007. It has been a labor of love attracting many volunteers to help showcase the wares of the many high-quality vendors, who see it as an opportunity to support a local charity addressing one of America's most difficult diseases.

"Molly and I had been selling items at craft shows for years and we decided to start our own event. We booked a small room in a hotel and started out with 17 vendors," Clark said. "By the time our third year began, we realized how much work putting on a quality show involves, so we decided to make it a fundraiser. Molly immediately suggested Alzheimer's since I lost my husband to the terrible disease."

"Our excellent vendors are what make this show what it is each year. We are one big family, everyone helps promote the show, advertise, and find new merchants. They donate to our cause, both monetarily and with their products, even though it's totally voluntary," Clark said. "They help with set up, clean up and everything in between. We have 3 vendors that have been with us all 12 years. Countless more that have been with us 5, 8, even 10 years. One vendor named it 'The Greatest Show on Earth' and it truly is."

Even while spreading out over two buildings now, the organizers limit the number of crafters assigned space. Clarke says It is not about turning away new vendors, it is about only allowing a limited number of each type of vendor. They wish they could take everyone, but having a variety makes for a much better shopping experience and the merchants have a much better chance of success.

The event is now at the point and the free services where longtime merchants who display Association provides."

clamor to be back each year. This means the shoppers have high quality choices because the theme of the show is providing the highest quality Christmas theme material for their customers.

Clarke says some of the merchants see the event as an opportunity to make sure one of their favorite charities receive as much as possible from their craft world and from them personally.

Vendors write personal checks to the Alzheimer's Association when the Santa Market rolls around, Clarke said. They also donate some of their hand-painted ornaments, clothing, pet items, artwork, wood working, signs, candles and more to the Alzheimer's auction and Alzheimer's booth at the event.

The 12th year means the Santa Market folks also supported the annual Alzheimer's Association Walk to End Alzheimer's which occurred October 23 in downtown OKC. The Santa Market fielded a team for the walk, captained by Janie Biggs, with 11 members this year who raised \$8,512 by the day of the walk.

Taking place many different dates and locations, it is the world's largest event to raise awareness and funds for Alzheimer's care, support and research. The Walk in OKC was one of the top 30 in the nation in 2020.

"We are so grateful to the Clarke and Nye families who have used their creativity and passion to end Alzheimer's to create such an amazing craft event," said Jessica N. Hogner, OKC Alzheimer's Walk Manager. "The Santa Market is not only responsible for raising more than \$177,000 these last 11 years, but also helping spread awareness about Alzheimer's Disease and the free services the Alzheimer's Association provides."

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