

Witt, Linda

From: Witt, Linda
Sent: Monday, December 05, 2016 10:57 AM
To: Walker, Pandora
Cc: Swaine, Rick
Subject: Re: OR leadership

Follow Up Flag: Follow up
Flag Status: Completed

I would appreciate the opportunity for us to tell our staff first.

Thank you,
Linda

Sent from my iPad

On Dec 5, 2016, at 10:38 AM, Walker, Pandora <Pandora.Walker2@beaumont.org> wrote:

Thanks for the update. Also, I asked Dana to post the position today.

From: Witt, Linda
Sent: Monday, December 05, 2016 9:59 AM
To: Swaine, Rick; Walker, Pandora
Subject: Fwd: OR leadership

Wanted you to be aware ASAP. Working on thinking of a Plan B, or Plan C.....

Linda

Sent from my iPad

Begin forwarded message:

From: "Vandelinder, Kathleen" <Kathleen.Vandelinder@beaumont.org>
Date: December 5, 2016 at 7:46:35 AM EST
To: "Foreman, Derek" <Derek.Foreman@beaumont.org>, "Witt, Linda" <Linda.Witt@beaumont.org>
Cc: "Sledzinski, Kirk" <Kirk.Sledzinski@beaumont.org>
Subject: OR leadership

Hi Derek and Linda, after our brief meeting on Thursday am, I really started to reflect and pray

Kathleen M. Vandelinder RN, BSN, CNOR

Associate Nurse Manager, Operating Room

O.R. Charge Spectralink: 313-473-2090

O.R. Charge Desk: 313-473-1692

email: kathleen.vandelinder@beaumont.edu

on our conversation about leadership changes in the OR. We without a doubt have an amazing team in place now as we all know!! I know that the magnet application is well underway and has important implications for the hospital. However, I am challenged daily as the Associate Manager and I believe it is the right fit for me at this point in my 36 years of nursing! I don't think that I would be the best candidate for the interim Administrative Manager position. Please know that I will continue to support the department and it's continued success to the best of my abilities, Kathy

Witt, Linda

From: Witt, Linda
Sent: Monday, December 05, 2016 4:52 PM
To: Erker, Lynn
Subject: RE: OR Clinical Manager

Agree :(

-----Original Message-----

From: Erker, Lynn
Sent: Monday, December 05, 2016 11:28 AM
To: Witt, Linda <Linda.Witt@beaumont.org>
Subject: RE: OR Clinical Manager

See P. 2

Wow, not a good Monday at all

-----Original Message-----

From: Frazee, Stacey
Sent: Monday, December 05, 2016 11:11 AM
To: Barszczowski, Karen <Karen.Barszczowski@beaumont.org>; Depestel, Mary <Mary.Depestel@beaumont.org>; Gromek, Joyce <Joyce.Gromek@beaumont.org>; Hoffsten, Jane <Jane.Hoffsten@beaumont.org>; Mullinger, Amy <Amy.Mullinger@beaumont.org>; Papenheim, Mary <Mary.Papenheim@beaumont.org>; Pierick, Joanne <Joanne.Pierick@beaumont.org>; Verras, Diane <Diane.Verras@beaumont.org>; Walker, G Elaine <GElaine.Walker@beaumont.org>; Balice, Susan <Susan.Balice@beaumont.org>; Broxton, Jeanette <Jeanette.Broxton@beaumont.org>; Centorbi, David <David.Centorbi@beaumont.org>; Daleo, Kathy <Kathy.Daleo@beaumont.org>; Fairfax-Kirkland, Cynthia <Cynthia.Fairfax-Kirkland@beaumont.org>; Gardner, Juliann <Juliann.Gardner@beaumont.org>; Hatfield, Jo Marie <JoMarie.Hatfield@beaumont.org>; Kuczajda, Michael <Michael.Kuczajda@beaumont.org>; Lawrence, Deborah <Deborah.Lawrence@beaumont.org>; Martin, Michael <Michael.Martin2@beaumont.org>; Mitchell, Darlene <Darlene.Mitchell@beaumont.org>; Myles, Kevin <Kevin.Myles@beaumont.org>; Parks, Regina <Regina.Parks@beaumont.org>; Perkins, Khalil <Khalil.Perkins@beaumont.org>; Richards, Rebecca K <Rebecca.Richards@beaumont.org>; Sorlien, Sharon <Sharon.Sorlien@beaumont.org>; Adams-Strong, Kenicia <Kenicia.Adams-Strong@beaumont.org>; Anderson, Christine <Christine.Anderson@beaumont.org>; Bozimowski, Gregory <Gregory.Bozimowski@beaumont.org>; Burke, Carol <Carol.Burke@beaumont.org>; Cauley, Joy <Joy.Cauley@beaumont.org>; Derowski, Suzanne <Suzanne.Derowski@beaumont.org>; Groh, James <James.Groh@beaumont.org>; Jabara, Devone <Devone.Jabara@beaumont.org>; Johnson, Raymond, CRNA <Raymond.Johnson@beaumont.org>; Lambieva-Mihaylov, Anita <Anita.Lambieva-Mihaylov@beaumont.org>; LeBel, Christopher <Christopher.LeBel@beaumont.org>; Lilly, Theresa Cichon <TheresaCichon.Lilly@beaumont.org>; Lupo, Rachel <Rachel.Lupo@beaumont.org>; McLaren, Kathleen <Kathleen.McLaren@beaumont.org>; Minore, Louise <Louise.Minore@beaumont.org>; O'Connor, Glenn <Glenn.O'Connor@beaumont.org>; Perkowski, John <John.Perkowski@beaumont.org>; Powell, Kathryn <Kathryn.Powell@beaumont.org>; Puchalski, Jaime L <Jaime.Puchalski@beaumont.org>; Pytiak, Laura <Laura.Pytiak@beaumont.org>; Reim, Eric <Eric.Reim@beaumont.org>; Reim, Shelly <Shelly.Reim@beaumont.org>; Rupert, Earl <Earl.Rupert@beaumont.org>; Seago, Renee <Renee.Seago@beaumont.org>; Sledzinski, Kirk <Kirk.Sledzinski@beaumont.org>; Struhar, Shelly <Shelly.Struhar@beaumont.org>; Strzalka, Caryn <Caryn.Strzalka@beaumont.org>; Tavalieri, Jody <Jody.Tavalieri@beaumont.org>; Toyegas, Victoria <victoria.toyegas@beaumont.org>; Vannatter, Amanda <Amanda.Vannatter@beaumont.org>; Wagner, Mark <Mark.Wagner@beaumont.org>; White, Jodi <Jodi.White@beaumont.org>; Winay, Susan <Susan.Winay@beaumont.org>; Winkley, Amanda R <Amanda.Winkley@beaumont.org>; Winn, Jillian <Jillian.Fisher@beaumont.org>; Wolf, Melissa <Melissa.Wolf@beaumont.org>; Abe-Carley, Margaret <Margaret.Abe-

<Patricia.Carson@beaumont.org>; Cesarz, Leigh <Leigh.Cesarz@beaumont.org>; Cooper, Christine <Christine.Cooper@beaumont.org>; Duby, Denise <Denise.Duby@beaumont.org>; Dysarczyk, Lucia Ann <LuciaAnn.Dysarczyk@beaumont.org>; Garrison, Darlene <Darlene.Garrison@beaumont.org>; Halter, Lisa <Lisa.Halter@beaumont.org>; Husband, Michelle <Michelle.Husband@beaumont.org>; Javery, Sharon <Sharon.Javery@beaumont.org>; Kastner, Kathleen <Kathleen.Kastner@beaumont.org>; Lovins, Stephanie <Stephanie.Lovins@beaumont.org>; Mills, Chelsea A <Chelsea.Mills@beaumont.org>; Mills, Nikkisha <Nikkisha.Mills@beaumont.org>; Mitchell, Joyce <Joyce.Mitchell2@beaumont.org>; Moses, Karen <Karen.Moses@beaumont.org>; Nicholas, Kimberly E <Kimberly.Nicholas@beaumont.org>; Prusak, Nicole <Nicole.Prusak@beaumont.org>; Revenberg, Christopher <Christopher.Revenberg@beaumont.org>; Schumacher, Stewart <Stewart.Schumacher@beaumont.org>; Schweitzer, Anna <Anna.Schweitzer@beaumont.org>; Slocum, Karen <Karen.Slocum@beaumont.org>; Smith, Indya <Indya.Smith@beaumont.org>; Spencer, Dayna <Dayna.Spencer@beaumont.org>; Stochine, Angela <Angela.Stochine@beaumont.org>; Swarthout, Lauren <Lauren.Swarthout@beaumont.org>; Thompson, Karen <Karen.Thompson@beaumont.org>; Weagel, Sara <Sara.Weagel@beaumont.org>; Wells, Robin M <Robin.Wells@beaumont.org>; Whiteley, Leslie <Leslie.Whiteley@beaumont.org>; Wright, Bettye <Bettye.Wright@beaumont.org>; Zarb, Nannette <Nannette.Zarb@beaumont.org>; Erker, Lynn <Lynn.Erker@beaumont.org>; Frazee, Stacey <Stacey.Frazee@beaumont.org>; Kish, Erin <Erin.Kish@beaumont.org>; Marion, Desiree <Desiree.Marion@beaumont.org>; Miles Roby, Pamela <Pamela.MilesRoby@beaumont.org>; Pinto Cieslak, Ruth <Ruth.PintoCieslak@beaumont.org>; Roberts, Ruth <Ruth.Roberts@beaumont.org>; Vandenbussche, Clay <Clay.Vandenbussche@beaumont.org>; Wheeling, Annetta <Annetta.Wheeling@beaumont.org>; Becton, William, MD <William.Becton@beaumont.org>; Cosgrove (wj1786@aol.com) <wj1786@aol.com>; dad@twmi.rr.com; donna_redd@yahoo.com; Dr. Asbahi <moasbahi@gmail.com>; Dr. De Vera <imelda.devera@gmail.com>; Dr. Price <zach.price1@gmail.com>; Dr. Serrano <ricserrano01@gmail.com>; Dr. Suris (imnricho@gmail.com) <imnricho@gmail.com>; Dr. Zeldes <dazeldes@yahoo.com>; Lin, Cindy, MD <Cindy.Lin@beaumont.org>; Price, Zachary, MD <Zachary.Price@beaumont.org>; Serrano, Ricardo, MD <Ricardo.Serrano@beaumont.edu>
Cc: Witt, Linda <Linda.Witt@beaumont.org>
Subject: FW: OR Clinical Manager

Please see email below.

-----Original Message-----

From: Witt, Linda

Sent: Monday, December 05, 2016 11:05 AM

To: Frazee, Stacey <Stacey.Frazee@beaumont.org>

Cc: Foreman, Derek <Derek.Foreman@beaumont.org>; Sledzinski, Kirk <Kirk.Sledzinski@beaumont.org>; Vandelinder, Kathleen <Kathleen.Vandelinder@beaumont.org>; Swaine, Rick <Richard.Swaine@beaumont.org>; Walker, Pandora <Pandora.Walker2@beaumont.org>; Whitney, Randy <Randy.Whitney@beaumont.org>

Subject: OR Clinical Manager

Stacey, please forward to OR Staff:

Effective today, the OR Manager position is posted due to education requirements for our Magnet application. will continue to be a strong leader for our OR staff.

Thank you

Sent from my iPad

Witt, Linda

From: !
Sent: Friday, December 09, 2016 3:29 PM
To: Swaine, Rick; Walker, Pandora; Witt, Linda; Stewart, Anne; Whitney, Randy
Subject: We tried!

As I am sure Linda has informed you the option to bridge my title has lost a few bricks! Moving forward of course I will indeed pay back the \$6,000.00 and finish up my duties by next Friday. I do have a few questions based on that. Will the CTO (48hrs) still be available or should I make alternative plans (or no plans (lol)? How will you re-collect the tuition reimbursement and over what period of time? That pretty much encompasses what I need, and now I would like to thank each of you for your continued support. Linda your support was nothing short of amazing and your leadership was exactly why I considered this position in the first place. I will continue to lead the department but in a different capacity. Rick thank you for seeing the big picture when it was easier to just cut the cord. Also for the chance to come back to the OR as staff when I know that's not always possible. Anne for your continued vision making quality Nursing in the hospital a top priority and nothing less. Randy and Pandora both for providing a chance at the continuance of the dream. I really love this hospital and wouldn't think of walking away when there are things left to accomplish. Respectfully yours,

Surgical Services
Grosse Pointe

..@beaumont.org

Beaumont

Witt, Linda

From:

Sent:

To:

Tuesday, December 06, 2016 9:11 AM

Accica, Peter; Arant, Melissa; Beaune, Danielle; Bolone, Mary Ann; Craft, Lesley; Curtis, Sandra F; Daly, Shanna; Deyampert Kendell, Enjoli; DiGiorgio, Laura; Dosch, Christine; Foreman, Derek; Golda, Dorota; Hardoin, Darrell; Hardoin, Shannon; Harrison, Steve; Kady, Amanda; Lafata, Susan; Laporte, Lisa M; Livi, Kristen; Mabrey, Christine; Michon, Kevin; O'Callaghan, Kaitlin; Piggott, Sonia; Pinto Cieslak, Ruth; Raffoul, Courtney; Schleicher, Nancy; Simon, Millicent; Vandelinder, Kathleen; Verbeek, Laura; Wachter, Mary; Walters, Elizabeth A; Witt, Linda; Woodside, Sara; Zimmer, Stephanie; Adkins, Michelle A; Brinker, Lauren; Budnick, Brooke L; Caruso-Pearson, Maria; Carver, Jeffery T; Ciegotura, Kristin A; Croke, Margo; Gajewski, Amy; Golid, Damus P; Huckaby, Latasha; Knapp, Elaine; Kornelson, Kelly; Tanner, Alexandra; Maxwell-Dennis, Renee; Moore, Shirley; Nazar-Grant, Kimberly; Papez, Tiffany; Reeves, Rochelle; Ryniak, Robin; Spry, David; Willis, Chereice; Brown, Tamara; Coats, Robert; Fortune, Loreal; Foster, Taquan; Glover, Roderick; Hughes, Dalvin; Johnson, Marilyn; Kilroy, Michael; Moore, Michelle; Woods, Veronica; Erker, Lynn; Frazee, Stacey; Miles Roby, Pamela; Paolucci, Carrie E; Parson, Markita; Spencer, Dayna; Vandebussche, Clay; Wheeling, Annetta; Brozovic, Robert; Budweil, Walter; Deng, Tammy; DiGiorgio, Mark J; Facciolla, Francesco; Hudson, David; Johnson, Steven; Rusch, Francis; Schoeb, Gwendolyn; Stringer-Stair, Sherry; Anderson, Christine; Burke, Carol; Derowski, Suzanne; Groh, James; Jabara, Devone; Jodi White ; Johnson, Raymond, CRNA; Lal, Nayna; Lambieva-Mihaylov, Anita; LeBel, Christopher; Lilly, Theresa Cichon; Ljubic, Patricia; Mary Jarrett; McLaren, Kathleen; Minore, Louise; Mouranie, Jillian; O'Connor, Glenn; Perkowski, John; Powell, Kathryn; Puchalski, Jaime L; Pytiak, Laura; Reim, Eric; Reim, Shelly; Reinhard, Brigid; Rupert, Earl; Seago, Renee; Sledzinski, Kirk; Struhar, Shelly; Strzalka, Caryn; Tavalieri, Jody; Toyeas, Victoria; Vannatter, Amanda; Wagner, Mark; Winay, Susan; Winn, Jillian; Arnold, Wendy; Aude, Sharon; Baird, Erin; Barszczowski, Karen; Bechard, Katherine; Borowitz, Jessica; Bruneel, Nicole; Caitlin Parlove; Carson, Patricia; Case, Margaret; Cecily Blok; Cesarz, Leigh; Czoykowski, Molly; Depestel, Mary; Drewek, Lisa; Duby, Denise; Dysarczyk, Lucia Ann; Garrison, Darlene; Green, Brooke; Gromek, Joyce; Halter, Lisa; Hoffsten, Jane; Jennifer Liczko; Kapa, Katie; Kastner, Kathleen; Koss, Kristin; Moses, Karen; Mullinger, Amy; Papenheim, Mary; Pierick, Joanne; Primeau-Ladd, Michelle; Ranieri, Lenore; Revenberg, Christopher; Roberts, Ruth; Savage, Paul; Schweitzer, Anna; Slocum, Karen; Smith, Stacy; Spencer, Christina; Thompson, Karen; Verras, Diane; Walker, G Elaine; Weagel, Sara; Whiteley, Leslie; Zarb, Nannette; Schumacher, Stewart

Cc:

Subject:

Witt, Linda; Sledzinski, Kirk
Update

Sorry everyone, Linda and I were out yesterday at the Nursing Leadership retreat. I know it felt weird to get an email in the nature that it rolled out. That was out of necessity as the job was posted yesterday and communicated very poorly on short notice to Linda; and she wanted to avoid everyone finding our through the posting. I missed the opportunity to address our staff this morning in the huddle as well due to a 7am case. I just wanted to shed some light on the situation. With the hospital applying for Magnet status each of the leaders need to have their BSN in place. The plan we had in place a year ago is no longer acceptable and the Administration was put in an awkward place where I do need to step down from the role. They cannot forge documents or mislead the Magnet group when they come to evaluate our hospital for this status. This could put our approval in jeopardy and makes no sense whatsoever. I am a year from finishing my schooling which does not fit into the current timeframe of application for Magnet status. I really want to communicate that there are no hard feelings on my behalf in any capacity and that I have enjoyed nearly "every" moment of being manager of your OR. I hope that I have served each of you well and that as I transition back into the

OR I can still remember how to be an effective circulator! ☺ I want to thank Linda for giving me the opportunity, KV and Kirk for keeping me centered, Ruth for keeping me on my toes, and everyone for your daily support in making this a great place to work. Mostly I want to thank all of you for your willingness to get the work done, staying extra when you already had plans or just flat out exhausted. That is the measure of a TEAM! Thank you all.

Administrative Nurse Manager
Surgical Services
Grosse Pointe
Desk: 313 473 6521
Spec: 313 473 6946
Cell: 586 872 4227
Derek.Foreman@beaumont.org

Beaumont