

A Monthly Newsletter

Happy Thanksgiving

November 2022

GMDM 2022 BOSSES' NIGHT



GMDM current and past members gathered on October 13, 2022, to celebrate the 42nd anniversary of the founding of Guilford Medical & Dental Managers. Pictured are past and current presidents of GMDM who attended the celebration.

Seated, left to right: former members Barbara Blackman and Karen McCanless; and current member and chair of Bosses' Night, Nedra Baldwin.

Standing, left to right: former members Cynthia Robinson, Melissa Strickland, Colleen Aitken and Carol Lee; current member Bruce Barton; former member Pam Mick; GMDM current president Djuana Parker; and current member Nicole Reynolds.

ABOUT THE PROGRAM:

"The 4 'P's' of a Successful Medical Practice"

Guest speaker Sarah Clark's program is designed to get to the bottom of real-life problems in your medical practice. The solutions are tangible and actionable. She facilitates audience participation to build trust and rapport. Medical practice owners and managers can implement her practical suggestions immediately.

ABOUT THE SPEAKER:




SARAH CLARK owns a medical consulting practice and provides insight into the potential blind spots in a medical office. Her unique background as a clinical and administrative expert provides a fresh perspective and actionable solutions for day-to-day operations.

MEMBERS – PLEASE NOTE!

HOLIDAY COMMUNITY SERVICE PROJECT FOR THE SALVATION ARMY

 Please bring a gift card to the **November meeting**  to benefit a child or senior during the holiday season.

FOR SENIORS:

 This year, we are also needing donations for purchasing oil for seniors in rural areas to help keep them warm during the winter months.



FOR CHILDREN AND SENIORS:

Suggestion is a \$50 Walmart gift card for a child and a \$25 Walmart gift card for a senior.

NEXT MEETING

RESERVATIONS ARE REQUIRED

Date and Time:

Wednesday, November 16, 2022
11:45–1:00 p.m.

Buffet line opens at 11:30 a.m.

Meeting Place:

Starmount Forest Country Club

Program:

"The 4 'P's' of a Successful Medical Practice"

Speaker:

Sarah Clark, Medical Consultant

Cost: \$25.00 for a guest

MESSAGE FROM THE PRESIDENT

Djuana Parker



Welcome to November! The holiday season is quickly approaching. It appears that a growing number of people are celebrating earlier and earlier. A friend recently said that she couldn't wait to start playing Christmas music as soon as Halloween is over. She also plans to decorate her tree on November 1. The Hallmark Channel's "Countdown to Christmas" began airing holiday movies in mid-October. Before Halloween or in early November, many stores start selling holiday decorations and winter time editions. For some people, this brings joy and puts them in a festive mood. Others, on the other hand, believe that it is still too early to set up holiday decorations, stock up on winter-themed food items and begin winter activities.

Whatever you feel about celebrating holidays too soon, I implore you to stop, slow down and pause for Thanksgiving. Whether you celebrate Thanksgiving or not, we can all be thankful for something in our lives. Britannica online describes Thanksgiving as an annual national holiday in the United States and Canada, celebrating the harvest and other blessings of the past year.

A Harvard online article states that each holiday season comes with high expectations for a cozy and festive time of year. However, for many, this time of year is tinged with sadness, anxiety or depression. Some people feel lost, overwhelmed or down at this time of year. Research (and common sense) suggests that one aspect of the Thanksgiving season can actually lift the spirits, and it's built right into the holiday – being grateful.

This same article further shares that the word gratitude is derived from the Latin word gratia, which means grace, graciousness, or gratefulness (depending on the context). In some ways, gratitude encompasses all of these meanings. Gratitude is a thankful appreciation for what an individual receives, whether tangible or intangible. With gratitude, people acknowledge the goodness in their lives. In the process, people usually recognize that the source of that goodness lies at least partially outside themselves. As a result, being grateful also helps people connect to

something larger than themselves as individuals – whether to other people, nature or a higher power. In positive psychology research, gratitude is strongly and consistently associated with greater happiness. Gratitude helps people feel more positive emotions, relish good experiences, improve their health, deal with adversity, and build strong relationships.

In summary, let's all be intentional about exercising gratitude! Happy "upcoming holiday" to all!

"When I started counting my blessings, my whole life turned around."

– Willie Nelson

GETTING TO KNOW YOU – ASSOCIATE MEMBER

NAME AND PRESENT POSITION:
VALEN CANOY,
Staffing Account Associate,
Graham Personnel Services



GMDM COMMITTEES:
Membership and Hospitality Committee

EDUCATION:
Guilford Technical Community College

HOMETOWN/FAMILY: Born and raised in Sophia, NC; now residing in Trinity, NC. Engaged to Thomas Rice. We are getting married on March 25, 2023, and we couldn't be more excited!

HOBBIES: I love getting outside! Fishing, hiking, skiing, cooking (I'm not the best but I'm learning), interior design and shopping.

FAVORITE BOOKS/AUTHORS:
Any and all Colleen Hoover books

COMFORT FOOD: Grilled cheese and french fries

COMMENT ABOUT GMDM: I love being a part of GMDM because it gives me access to new connections within the healthcare/professional world. It also gives me the ability to gain knowledge and understanding through the monthly presentations. I love how GMDM gives back to the community, and I'm thankful to be tied to such a caring group of individuals.

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Danny Rudisill, President

OUR SPOTLIGHT THIS MONTH

IS ON:

GRAHAM PERSONNEL SERVICES

Graham Personnel Services offers a comprehensive solution to staffing needs. With over 50 years of experience, our agency prides itself on high-quality applicants and exceptional customer service. We specialize in professional, executive search, healthcare, accounting & finance, and direct placement.



Photos of GMDM members through the years were displayed at Bosses' Night.

MONTHLY E-COURAGEMENT

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ADDICTED TO URGENCY

Our clients refer to it as firefighting.

They admit it can feel exciting and exhilarating. They also confess it's exasperating and exhausting.

It's the adrenaline boost experienced from fixing/solving problems ... Now! Now! Now!

Providing a temporary rush, it can lead to the acceptance of reoccurring problems and becoming a problem junkie.

The way to eliminate pattern problems is to shift from a reactive to a proactive mode. This requires the foresight to identify and eliminate the root cause.

When I was young, we had a dandelion problem in our yard. My dad handed my brother and me a tool, a stack of grocery bags and orders to, "Get all the roots!"

While digging up our dandelions, one root at a time, we silently envied our neighbor for efficiently mowing down his dandelions one row at a time.

This cruel and unusual punishment was an annual occurrence. Over time, my brother and I recognized that our work got easier and quicker. Until one year ... the tool, grocery bags and effort weren't required. Our yard was clean and green. The dandelion problem was solved.

Peeking through the hedge, I saw our neighbor still addressing his yearly dandelions in the same old way ... one row at a time. What seemed efficient in the short term wasn't effective in the long run.

Perhaps it's time to stop complaining about your own "dandelions." If there's a reoccurring problem, challenge or frustration in your work or personal life, solve it once and for all by getting to the root.

Are you addicted to the short-term urgency or committed to the long-term solution?



Left to right: Past presidents Pam Mick, Bruce Barton and Nedra Baldwin (also chair of Bosses' Night) talk over old times at the 2022 Bosses' Night event.

THANKS TO OUR ADVERTISER



PACE of the Triad is a nonprofit health and human services agency committed to the wellness of seniors and to improving the autonomy and quality of their lives. PACE is a Program of All-inclusive Care for the Elderly that provides community-based care and services to individuals who need nursing home-level care, but want to remain at home. Available services include, but are not limited to, an adult day health program, medical care, rehab therapies, transportation, home health, medications and supplies.

PACE of the Triad accepts Medicare, Medicaid and private payment. With the exception of emergency care, all services must be approved in advance by PACE of the Triad. Participants may be fully and personally liable for the costs of unauthorized or out-of-PACE program agreement services.

To enroll in the PACE program, participants must be 55 or older, residents of Guilford or Rockingham counties, able to live safely in the community and determined by the N.C. Division of Medical Assistance to be eligible for a nursing home level of care.

For more information, call 336-550-4040 or visit www.pacetriad.org.

PACE of the Triad is represented in GMDM by Nedra Baldwin.



THE PUZZLER???

"... Lisa"

Hint: (four letters)

1. Look for the answer in one of the ads.
2. Identify the answer and the ad in which the answer appears.
3. Email the answer and the name of the ad in which the answer appears to

Shay Rumsey at

Shayrumsey1018@gmail.com



Shay Rumsey holds award presented to her along with a floral arrangement in recognition of the important role she played in helping to start GMDM and her 42 years of membership.



The Lawyer's Corner

By Karen McKeithen Schaede

KSchaede@Revolution.Law

New Rules Proposed for Employees

The Department of Labor has announced new rules it is presenting for proposed rulemaking related to what is an employee and what is an independent contractor. These are rules that are published, not as final rules, but as rules for comment from the public about their applicability.

The classification of employees and independent contractors has been a problem for many years. When employees are misclassified as independent contractors, they do not receive any protection under the Fair Labor Standards Act.

The new rules would reinstate the economic reality test. This is a test that looks at the control that the employer has over the independent contractor. It also looks at how the person is paid. Is there a profit or loss factor? The other big piece is whether the person is integral to the business.

The new rule would rescind the 2021 Independent Contractor Rule enacted during the Trump presidency. Employers should be aware of these proposed rules and look for implementation in the near future.

This article is for informational purposes only and not for the purpose of providing legal advice. You should contact your attorney to obtain advice with respect to any particular issue or problem. The information contained in this article does not create an attorney-client relationship between Revolution Law Group and the reader.

HOW GMDM WAS FOUNDED AND THE IMPORTANT ROLE SHAY RUMSEY PLAYED IN ITS FORMATION

At the GMDM Bosses' Night celebration on Thursday, Oct. 13, 2022, we celebrated the 42nd anniversary of the founding of Guilford Medical & Dental Managers. At the event, associate member Deanna Thompson shared the following story about the founding of GMDM and the pivotal role that longtime associate member Shay Rumsey played in its formation.

by Deanna Thompson

In the late 1970s, a new hospital named Greensboro Hospital, owned by Humana, Inc., opened on Green Valley Road in Greensboro. Later, the hospital's name was changed to Humana Hospital Greensboro. And even later, the building was sold to Cone Health. And at that time, the hospital became the Women's Hospital of Greensboro, a specialty hospital where thousands of babies – maybe even some of your children – were born.

But it wasn't just babies that were born in that building. GMDM was born there, too – largely through the efforts of our very own Shay Rumsey.

Shay is not a person who likes to promote herself, but I knew she had been instrumental in the start-up of GMDM. So, I had to do some pretty fancy footwork to get all of the details that follow out of Shay. But here goes...

In the late 1970s, Shay was director of public relations at Greensboro Hospital. And part of her job involved visiting the medical practices to establish relationships with the office managers. As she made her visits, Shay remembers that the conversations often turned to discussions about how much the managers had in common with others in similar positions and what a help it would be to have a way to meet and talk with each other.

After discussions with the hospital's administrator, Richard Blackburn, Shay received permission to invite the eight managers who were most interested in networking to lunch at Greensboro Hospital to discuss the possibility of creating a way for medical and dental managers to come together. The hospital provided a private space for them to meet and footed the cost for the lunch.

Shay said her memory is a little fuzzy, but she believes the eight office managers who met then and continued meeting on a monthly basis at Greensboro Hospital (and you may remember some of these names) were:

- Jo Holbrook, who was with Dr. Karl Barkley, an OB/GYN
- Lois Massengale, who was with Piedmont Orthopedics
- Mary Stokes, who was with Drs. Holderness & Graper
- Alice Williams, who was with Dr. Patrick Ballen
- Gwen Summers, who was with Dr. Preston Clark
- Barbara Keeler, who was with Central Carolina Medicine & Oncology
- Nancy Caudill, who was with Mohorn, Fountain Associates, DDS
- Jackie Kiser, who was with Sports Medicine & Orthopedics.

As their first step, these women decided to organize a seminar for medical and dental practice leaders as a way of gauging interest in creating an organization. Greensboro Hospital (through Shay's continued advocacy) agreed to pay for all the costs involved in producing the seminar. Shay and the managers met monthly for some time, devoting most of their meeting time to organizing the seminar, with Greensboro Hospital providing a space for them to meet and picking up the tab for luncheon meetings to plan the event. Once planning was complete, they invited every medical and dental practice in Greensboro to attend the seminar.

Response was so strong that they began the work of establishing an organization and achieving nonprofit status. Shay recalls that it took some time to get organized and to complete all of the legal work to become a nonprofit. But by 1980, they were on their way. There were 20 charter members. GMDM went on to have as many as 150 members at one point.

But it seems clear that there wouldn't be a GMDM today without one dedicated person who paved the way for those initial eight office managers to come together at Greensboro Hospital, worked with them to start GMDM, and still continues as a member today, 42 years later – and that person is Shay Rumsey.



Charter members of GMDM, pictured in the late 1980s or early 1990s

Front row, left to right: Mary Kate Talbert - Wendover Pediatrics; Barbara Keeler - Central Carolina Medicine & Oncology; Lois Massengale - Piedmont Orthopedics; Shay Rumsey - Surgical Center of Greensboro.

Back row, left to right: Mary Stokes; Drs. Holderness & Graper; Jackie Kiser - Sports Medicine & Orthopaedics; Millie Power - Dr. Helen Stinson; Nancy McGee - previously with Guilford Psychiatric Associates; Brenda Parker - Drs. Parker and Kwiatkowski.



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CHARTER MEMBERS NOT PICTURED:

Diane Brackett - formerly with Greensboro Cardiology
Nancy Caudill - Mohorn, Fountain Associates, DDS
Judy Farlow - Guilford Medical Associates
Betty Hall - Central Carolina Dermatology, High Point
Jo Holbrook - formerly with Carolina Kidney
Elaine Kesler - Maultsby Orthopaedics
Jean Rawls - formerly with Greensboro GYN Associates
Faye Shuler - Greensboro Family Practice
Joy Stanley - Drs. Holderness & Graper
Gwen Summers - formerly with Dr. Preston Clark
Alice Williams - formerly with Dr. Patrick Ballen



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HIGHLIGHTS FROM BOSSES' NIGHT DINNER 2022

