

# what's happening

Maine Medical Center  
Portland, Maine 04102

August 12, 1987

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## Survey feedback will help in future plans

A summer of feedback sessions on the Employee Attitude Survey is coming to an end. The more than 190 meetings composed Stage Two of the survey process, following the survey itself in March. Interested employees have now had the opportunity to hear the results of the survey and to add comments and suggestions to the original data.

The feedback process has been time-consuming and, in some cases, difficult work for those involved. The effort has paid off, however, with candid discussion that will be extremely helpful in defining

major issues and priorities. Employees provided many good ideas and additional insights, creating a basis for positive change in the future.

Vice President for Employee Relations Ronald Baril sums up his feelings about the survey process and its results to date by noting that "the employees, supervisors, and managers of MMC all deserve thanks and a lot of credit. With their help, we have information that will be very useful as we make plans and build programs in the future."

The two questions most frequently asked in the feedback sessions were "When will we see the results of all this discussion?" and "Will management

really act on what we've said?" The answer is that responses to the results and points made in the feedback sessions have already begun.

MMC changed its pension vesting period from ten to five years recently, in response to concerns that surfaced in the survey. The change would have been required by law in 1989, but the level of concern led the hospital to make the change immediately.

The compensation and benefit programs proposed for Fiscal Year 1988 (beginning October 1, 1987) were significantly influenced by employee concerns,

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MMC'S ENGLISH AS A SECOND LANGUAGE course graduated another class recently. The students, all MMC employees who have made a commitment to furthering their language skills, met three afternoons a week since September. Front row, from left: Kea Aun, Rady Sim, Kim Seng Meach, Sovann Meas. Rear, from left: Molly Baker (with son Matthew), Poeurth Kuy, Sopheap Phin (with daughter Susan), Cheang Carroll, and ESL Instructor Sharon Ultsch. (A/V Photo)

## Quigley's Judge Burgers



Look Who's Cookin'

## Don Quigley

Wednesday, August 12

MMC Courtyard

Noon to 12:30 p.m.



# Marketplace

**FOR SALE:** 1982 Toyota Starlet with 117,000 miles; good condition. \$1,000. Call 926-4611 eves.

**FOR SALE:** 1984 Pontiac Sunbird. AM/FM stereo, 5-spd., 28,000 miles. Clean; excellent condition. \$4,800. Call 775-0045 after 6 PM.

**FOR SALE:** 1978 Chevy Chevette. 4-dr. hatchback with roof rack, 61,000 miles. 2 snow tires included. \$700 or best offer. Call 774-8265 after 5 PM.

**FOR SALE:** 1983 Kawasaki 750 LTD with 5,000 miles. Excellent condition. \$1,000. Call Rachel at 781-4555, 9 AM- 3 PM; 773-0479. 7:30-9 PM.

**FOR SALE:** 120 cu. in. refrigerator, \$100. Brown wool carpet; best offer. Call 883-6055.

**FOR SALE:** Full size Sealy Posturpedic mattress and box spring; like new, \$250. Full size bed with metal frame and wooden headboard, \$50. Tan love seat sofa sleeper; like new, \$150. Antique upright radio; dark wood, \$80. Panasonic 10-spd. bicycle, \$250. 2 dressers-1 oak, \$75; 1 dark wood, \$45. Call 774-8265 after 5 PM.

**FOR SALE:** New Sears air conditioner, \$150. 1 yr. old DR set from "This End Up" with 6 arm chairs; excellent condition, \$575. Call 839-3725 before 8 PM.

**FOR SALE:** Datsun 310 hatchback. Very clean; good condition. \$900. Call 282-6551.

**FOR SALE:** 1983 Ford Escort in excellent condition. \$3,100. Call Michelle at 761-0204.

**FOR SALE:** Angora rabbits. Bunnies and wool for spinning. All colors. All pure bred angora; some non-papered, \$15 each. Call Jane at 845-2545 eves.

**FOR SALE:** Soft-sided queen size waterbed; 90% baffled, \$200. Call 761-4797.

**FOR SALE:** Women's 5-spd. bike in excellent condition. \$85 or best offer. Call 846-4316.

**FOR SALE:** 2 hi-fi car speakers. Intervox with super soft dome tweeter, \$50. Call Pam at 871-8284.

**FOR SALE:** Harvest gold G.E. refrigerator. 13.6 cu. ft., manual defrost, 64" x 30 1/2" x 26 3/4", \$150. Call 846-5443 after 5 PM.

**FOR SALE:** Raised panel oak desk, \$200. Estey upright piano, \$300. Tamper, \$500. "Mudsucker," \$250. Attorney's bookcase with 4 shelves and glass doors, \$200. Call 774-2778 after 6 PM.

**FOR SALE:** AKC registered Pekingese, \$150. 20 mo. old, neutered male. House trained, obedience trained (has manual), kennel trained; no health problems. Needs a loving home. Call 775-2265 or 773-0159.

**FOR SALE:** Complete Apple II and compatible computer system. Brand name printer, 2 disk drives. Software includes: WordStar, 2 spread sheet programs, etc. (too many to mention). CP/M enhanced. Over \$3,500 invested; best offer. Call Jeff at 859-2727.

**FOR SALE:** Moving must sell. Couch and chair; rust color, \$75. Call 773-0378.

**FOR SALE:** Seasoned hardwood. 100% oak, cut in December 1985. \$100/cord; cut, split and delivered. Call 797-0222.

**FOR SALE:** 3 yr. old 50 gal. electric hot water heater. Quick recovery; hardly used; must be picked up. Best offer. Call 892-2033.

**WANTED:** Share ride from Lewiston/Auburn area. Call 783-2948.

**WANTED:** Barbie dolls and related items and old toys. Call 799-1040

**WANTED:** Family needs loving woman to care for 2 children-girl, age 9; boy, age 4-in our home in Yarmouth. Full or part-time arrangement possible. Must have car. Good salary. Call 846-9611 after 7 PM.

**CHILD CARE:** Will babysit 1 child age 2-5 yrs, Tues. and Thurs. Fenced-in yard. Refs. avail. Call 797-2044.

## Watching weight is possible at work

Weight Watchers at Work returns to MMC August 17. The ten week course will be offered with the following schedule options (if the minimum enrollment of 20 is met for each option): Monday, 12-1 PM, Tuesdays, 4-5:30 PM, and Thursdays, 4-5:30 PM.

The course cost is \$72. Rebates will no longer be available for the course. Call x2824 for more information.

## Bicycle tour looking for participants

The Great Bicycle Escape is scheduled for September 19-20, and *Health-Styles* urges MMC employees to participate. A fundraiser for the Maine Chapter of the National Multiple Sclerosis Society, the Escape is a scenic bicycle tour along Maine's backroads.

The tour is an overnight, beginning at North Yarmouth Academy on Saturday, September 19, going to Lake Cobbosseecontee, and staying at the State YMCA camp. Sunday, participants return to Yarmouth.

Riders must obtain a minimum of \$200 in pledges, which works out to \$1.34 per mile. A registration fee of \$20 is due by September 9. Call 761-5815 for more information.



DAVE DUNHAM, center, Project Manager in MMC's Engineering Department, has left MMC after more than 20 years of service. His colleagues held a farewell coffee for him in the Engineering Services conference room. (A/V Photo)





A PHOTOGRAPHER'S SURVEY OF THE MMC PARKING RAMP on one of the hotter July days brings us this collection of vanity plates. This totally random study produced plates that appear to be both professional and personal in origin, obvious and curious in meaning, and they are presented without comment (you know who you are). (A/V Photos)

## SURVEY, from page one

according to Baril. Further changes in these programs will be explored during the coming months.

Other efforts will begin to take shape soon, to work on both institution-wide and departmental issues such as continuing staff development, communications, and performance assessment. Employees can expect frequent communication through a number of channels to keep them up to date on what is happening.

Some of the issues raised by the survey are complex, Baril says, while some can be addressed more easily. "In some areas," he says, "we'll be moving forward in small steps, building new approaches or programs gradually, as resources permit. It's important that people not be impatient. Even though some things will take time, we have a strong commitment to putting what employees have said into practice wherever we can."

Equally important to remember, Baril points out, is that the survey process is ongoing. Input and ideas are always needed and always helpful, and he urges employees to take them to their supervisors or to contact the Personnel staff member who conducted their feedback session.

## About People

S. Helena Goss has been named Public Information Assistant in Maine Medical Center's Public Information Department, effective August 3. The appointment was announced by Public Information Director Wayne L. Clark.

Goss comes to MMC from Meritor Savings Bank in Arlington, Virginia, where she was advertising administrator. She has a background in public relations, advertising, and design. She is a graduate of the University of Maine.

## New Employees

**NURSING:** Christine M. Barnard, Pamela A. Batchelor, Deborah J. Bernier, Mary A. Brann, Katherine I. Deleko, Karen L. Groves, Robin M. Gwozdz, Lucian C. Laurie Jr., Julia E. Longfellow, Denise A. Remillard, Donna J. Taylor, Coraleen M. Vavra, Greta L. Walker

**CARDIAC SURGERY:** Richard G. L. Chan

**COFFEE SHOP:** Danielle M. DeSimon

**PATHOLOGY:** Bernae M. Francis

**LAUNDRY:** Youm Heak



# Marketplace

**FOR RENT:** Eastern Prom condo in high-rise on ocean. 2 BR, 1 1/2 bath. All amenities. Avail. Oct. 1-June 1 (flexible). \$600/mo. plus utils. Call 774-4465.

**FOR RENT:** Rooms in South Portland home. KT privileges, own bath. 1 BR avail. immediately; 2nd BR avail. at end of Aug. Call 799-7864 after 7 PM.

**FOR RENT:** Pine Point Road, Scarborough. 3 BR split level home with large family room, 2 fireplaces, back deck, formal LR, 2 baths, 2 car garage. Avail. Sept. 1. \$900/mo. plus utils. Call 772-2550.

**FOR RENT:** 2 BR house in Falmouth Foreside. Avail. Sept. 1. KT, LR with fireplace, DR, enclosed porch, family room with fireplace, 1 1/2 bath, 2 car garage. Near ocean on large lot. \$900/mo. plus utils., sec. dep., lease. Call 781-3663.

**FOR RENT:** Old Orchard Beach. Large 2 BR apt. with ocean view. Recently remodeled; extra large KT; W/D. Avail. seasonal or year-round. \$550/mo. includes heat. Call 934-9377.

**FOR RENT:** Western Prom near MMC. 2 BR condo with den, LR with fireplace, fully appliance KT, DR. No pets. Avail. Sept. 1. \$900/mo., parking included. Call 773-5599.

**FOR RENT:** Vacation condo in Kissimmee, Florida. Avail. 10/24/87-10/31/87. 1 BR studio with kitchenette. 2 heated swimming pools, 27-hole golf course, 16 tennis courts, 4 racquetball courts, beach, lake, spa, sauna, restaurant, lounge and coffee shop on site. 4 miles from Walt Disney World. \$750 value for \$300. Call 283-1947 after 5 PM.

**FOR RENT:** Emery St. 4 rooms and bath. Hardwood floors. No pets. Nonsmokers. \$450/mo. plus utils. and heat. Avail. Sept. 1. Call 773-2204 eves.

**FOR RENT:** Woodfords St. 1 BR apt. in quiet building. Avail. Aug 15. \$400/mo. includes heat and hot water. Call 773-0378.

**FOR RENT:** Oct. 31-Nov. 7. Light House Cove Resort, Pampano Beach, Florida. Fully appliance studio apt. \$425. Call 797-7505.

**FOR RENT:** Downstairs 1/2 of 2 family house on small quiet street near Evergreen Cemetery. 2 BR, formal DR, LR, bath, large KT with alcove and pantry. Hardwood floors, new appliances, new no-wax floor, just painted. Owner occupied. Nonsmokers. No pets. \$550/mo. Avail. Sept. Call 775-5654 days; 775-7152 eves.

**FOR RENT:** Old Orchard Beach. 2 BR apt. with ocean view. Extra large LR. Recently remodeled. W/D. Avail. seasonal or year-round. \$550/mo. includes heat. Call 934-9377.

**FOR RENT:** Cape Elizabeth house near water. 4-5 BR, 3 baths, fireplace in LR, large DR, garage. Cottage style interior. Avail. early or mid-Sept. \$1,250/mo. plus utils., sec. dep., refs. Call 879-1816.

**FOR RENT:** Shore Road, Cape Elizabeth. Well furnished and fully carpeted house. Avail. Oct.-June. No pets. \$700/mo. plus utils. Call 799-5430.

**FOR RENT:** Vacation condo in Hilton Head, So. Carolina. Sleeps 4-6; pool; near beaches and tennis. Reasonable rates. Call 767-5731.

**FOR RENT:** Summer rental at Pine Point on Beach St. Fully equipped 4 BR house. Avail. Aug. 20-Sept. 10; weekly or longer. \$600/wk. Page Ann on beeper 756.

**FOR RENT:** Cozy 4 room furnished or unfurnished apt. in Ocean Park. 10 or 12 mo. lease. Newly renovated. \$375/mo. plus utils. Avail. Sept. 1. Call 1-934-9466.

**FOR RENT:** Western Prom. 4 BR duplex with fireplace and off-street parking. \$750/mo. Call 767-2045.

**ROOMMATE WANTED:** Female professional to share 2 BR apt. in South Portland, W/W carpet, microwave, dishwasher, laundry facilities, off-street parking. No pets. Nonsmoker. \$275/mo. plus 1/2 utils. Call 761-0091 after 6:30 PM.

## what's happening

**WHAT'S HAPPENING** is published every Wednesday at Maine Medical Center, Portland, Maine for members of the hospital community and for friends of the institution throughout Maine and northern New England. Comments, questions and suggestions may be addressed to Public Information Office, MMC, Portland, ME 04102. Telephone: (207) 871-2196.

Wayne L. Clark, Editor.

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**ROOMMATE WANTED:** To share 3 BR apt. near MMC. Exposed brick; skylight. \$200/mo. includes heat. Call 761-0530.

**ROOMMATE WANTED:** Female to share 3 BR home in South Portland. Full appliances, W/D. Must be neat, responsible, nonsmoker. \$325/mo. includes heat and electric. Call 772-0092.

**ROOMMATE WANTED:** Cape Elizabeth. Executive living in water front house. Male preferred age 58-78. \$450/mo. plus 1/2 utils.; or more extensive use of house for \$800/mo. plus 1/2 utils. Call 799-3984 between 5-9 PM.

**ROOMMATE WANTED:** Female to share 2 BR apt. in quiet South Portland neighborhood. \$262.50/mo. includes heat and hot water. Call 799-8606.

**ROOMMATE WANTED:** 1 or 2 nonsmokers (age 26 -35) to share 4 BR spacious cape. Large yard; dead end street. No pets. \$770/mo. split 3 ways plus 1/3 utils. Call 767-2045.

**FOR SALE:** By owner. Immaculate 3 BR ranch in Oakhurst area of Cape Elizabeth. Corner lot. Newly renovated KT with top-grade appliances and cabinets; dining area with atrium doors; spacious LR with fireplace; large den; patio, attached garage; storage shed. Well maintained garden; privacy; beach rights. \$180,000. Call 799-5929.

**FOR SALE:** 1973 Olds Delta 88 convertible. Runs well; needs body work. Call Lou at 773-2006.

**FOR SALE:** 1964 MGB in process of restoration. Wire wheels; new floor and rockers; new leather interior; needs finish body work. Car in storage. \$800 firm. Call 854-1555.

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