

FYI



National Recognition for Our CIO, Lisa Avellino

We're proud to share that our Chief Information Officer, Lisa Avellino, has been named one of Becker's Hospital Review's "100 Women in Health IT to Know" for 2025!

This prestigious honor recognizes trailblazing women across the country who are driving innovation, championing patient-centered technology, and transforming the future of healthcare through digital strategy. Lisa has consistently led with vision, heart, and impact—strengthening our systems, securing our data, and ensuring our clinicians have the tools they need to deliver exceptional care.

Please join us in congratulating Lisa on this well-earned national recognition!

Lamplighter Awards

Congratulations to Gaylord's PR & Marketing team who was recently honored by the New England Society of Healthcare Communications (NESHCo), which is the New England's premier professional society for healthcare communications, at its recent annual conference in Springfield.

Pictured right, Joy Savulak, on behalf of Team Gaylord, took home 8 Lamplighter Awards which recognize outstanding campaigns produced in healthcare communications across New England.

See the awards list on page 2.



Innovation
Teamwork
Inclusion
Safety
Integrity
Compassion
Accountability
Respect
Excellence

FYI DEADLINE

The deadline for the next FYI is **Friday, June 20.**

Email: publicrelations@gaylord.org



Good Luck Runners!

Our mission is to enhance health, maximize function and transform lives.

2

DAYS TO GO!



BE A PART OF THE ACTION
Sat, June 14th
 The Gauntlet is more than just a race—it's an unforgettable day of inspiration, community, and fun!
VOLUNTEER TODAY

WE NEED VOLUNTEERS
 Visit gaylordgauntlet.org or scan the QR code below to sign-up


 Scan me!


6.14.25
 Sign up today and make an impact!



Lisa Avellino (cont.)

"Ms. Avellino brings a clinician's empathy and a technologist's precision to her role as CIO of Gaylord Specialty Healthcare. Her dual expertise enables her to partner meaningfully with clinical leaders while advancing cybersecurity, informatics and biomedical technology strategies. Her prior experience as CIO at Community Health Center in Middletown, Conn. informs her approach to scalable, patient-centered IT solutions. She leads with the understanding that technology must elevate care rather than complicate it. Known for her collaboration-first mindset, she is a bridge between complex systems and real-world clinical needs."

[Read the full publication here.](#)

Lamplighter Awards (cont.)



Gold:

- **Public Relations** – Communicating "Think Possible": The stories of the Gaylord Gauntlet
- **Media Relations** – Communicating "Think Possible": The stories of the Gaylord Gauntlet
- **Success on a Shoestring** – "Operation Holiday Joy" A Gaylord and Amazon partnership



Silver:

- **Public Relations** – Anthony's "Think Possible" story: A motocross racer tackles new obstacles after spinal cord injury
- **Event** – "Lighting Hope" celebration
- **Design / Printed Piece** – Longevity retreat brochure



Award of Excellence:

- **Video** – Showing "Possible": Gaylord Gauntlet 2024 video
- **Media Relations** – Jack's "Think Possible" story: A ballet dancer's determination to return on stage after brain tumor surgery

MUSE-ings from the Front Lines of Innovation



We're proud to highlight **Kate McNelly, BSN, RN, CRRN**, who recently co-presented at a national conference alongside Brian Goldmacher from Huron Consulting Group. Their session, *"Pharmacy – Stepping Out of NPR into Expanse,"* focused on outside-of-the-box thinking regarding the use of

Expanse, spotlighting Gaylord's October 2023 pharmacy system upgrade and the teamwork it took to make it happen.

Kate shared real-life lessons from our Expanse implementation—what worked, the unexpected challenges, and how pharmacy and IT staff collaborated to improve workflows and patient safety using Expanse tools.

Way to go, Kate, for putting Gaylord's innovation in the spotlight!

About Kate:

Kate McNelly is an Application Analyst on the Informatics Team at Gaylord. She holds a bachelor's degree in Pathobiology from UConn and a BSN from Quinnipiac University. Kate brings a strong clinical background as a nurse on our brain injury unit, and now helps lead major tech and patient safety initiatives within the IT department.

Speech Jeopardy!

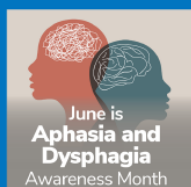
Although May was officially Speech Therapy Month, the INPT department celebrated a little late—but better late than never!

Inpatient Speech Therapy marked the occasion with a fun and engaging round of **Speech-centric Jeopardy**, hosted by Supervisor Cheryl Tansley. The event was filled with laughter, learning, and plenty of team spirit, making for a memorable lunchtime in-service.

Happy (belated) Speech Therapy Month to our incredible therapists—both inpatient and outpatient. Your tenacity, expertise, and passion help restore a vital part of our patients' lives, and we're so grateful for all that you do.



Dysphagia: Who does it affect?



95%

of people with Motor
Neuron Disease



65%

of people who have
had a stroke



32%

of people with
Alzheimer's Disease



85%

of people with
Huntington's Disease



50%

of people with
Parkinson's Disease



25%

of people with
Traumatic Brain Injury



68%

of people with
dementia in care homes



33%

of people with
Multiple Sclerosis



15%

of people with
a learning disability



**Your story still
matters, even
when words are
hard to find."**

- Morgan Harper
Nichols, Artist

THE RESEARCH ROUNDUP

PROJECT LEAD: STEPHANIE CUBERO-PELLOT, RN

UNIT: HOOKER 1

PROJECT TITLE

HOUDINI: Reduction in Catheter Days Through Implementation of a Nurse-Driven Protocol

PROJECT SUMMARY: This initiative implemented the HOUDINI protocol, an evidence-based, nurse-driven checklist for evaluating the ongoing need for urinary catheters. The goal:

- » Empower nurses to make timely decisions around catheter removal
- » Reduce catheter-associated urinary tract infections (CAUTIs)
- » Improve patient outcomes by enhancing nursing autonomy

WHAT INSPIRED THIS PROJECT?

"I became involved in research through the Nurse Residency Program, which emphasized the importance of evidence-based practice in improving patient care."

The team identified a gap in the existing catheter removal process and was motivated to design a nurse-led solution that could deliver measurable results.

THE PROBLEM

"We observed that existing policies did not adequately empower nurses to initiate timely catheter removal when clinically appropriate."

Prolonged use of indwelling catheters:

- Increases infection risk
- Extends hospital stays
- Raises healthcare costs

At the time of the project, CAUTI rates were above institutional benchmarks.

THE APPROACH

"Our objective was to evaluate whether equipping nurses with a standardized protocol would reduce catheter days and help us meet our goal of fewer than four CAUTIs annually."

Steps Taken:

- Rolled out the HOUDINI checklist
- Delivered targeted staff education
- Updated EMR workflows
- Introduced a new badge buddy for quick reference

KEY FINDINGS

- ✓ Significant reduction in catheter days
- ✓ Nurses quickly and confidently integrated the protocol into their daily workflow

"One surprising insight was how easily the protocol was integrated into [daily] practice once nurses understood its rationale."

IMPACT ON PATIENTS & STAFF

For patients:

- Lower risk of infection and complications
- Shorter, safer hospital stays

For nurses:

- Greater autonomy
- Boosted confidence in clinical decisions
- Stronger collaboration with the care team
- Heightened awareness of infection prevention

The Urinary Catheter Disappearing Act Assessment:

HOUDINI

Does your patient meet this criteria?

Hematuria - Frank, gross, CBI

Obstruction - i.e. BPH

Urology - Or other recent injury/surgery

Decubitus Sacral Ulcer - Open sacral or perianal wound in an incontinent patient, approved by wound care team

Input/Output - Strict I&O, hourly fluid balance

Nursing - Palliative Care

Immobility - Unstable fracture

If NO is the answer to the above criteria, then make that indwelling urinary catheter

DISAPPEAR!

ADVICE FOR ASPIRING RESEARCHERS "Start with a clinical issue you care about. Engage early with interdisciplinary teams. Ensure your project is evidence-based and feasible. Lean on nurse educators for mentorship. **Most importantly**, don't hesitate to be part of the change that benefits patients."

Adaptive Cooking Class

In honor of Stroke Awareness Month, our Occupational Therapy and Nutrition Services team hosted a fun and hands-on Adaptive Cooking Class!

Participants got to try helpful tools like one-handed knives, weighted utensils, and easy-to-use appliances while making delicious unstuffed egg roll bowls.

After cooking, our Nutrition team chatted with everyone about healthy eating after a stroke. They covered things like lean proteins, complex carbs, how to read nutrition labels, building a healthy meal, and more. It was a great way to end a fun night in the kitchen!



Happy Finance and Accounting Week

This week, we celebrate the incredible contributions of our number crunchers, budget jugglers, and spreadsheet superheroes who expertly keep our hospital's finances healthy and our operations humming! Our Finance and Accounting team does way more than balance books – they power smart decisions, fuel our growth, and make sure every dollar works hard for our hospital's mission. Because of their behind-the-scenes brilliance, our clinicians can stay focused on what truly matters: delivering outstanding patient care.

Thank you for keeping us in the black and on track – we appreciate you more than you know!





LANGUAGE SHIFT: INCLUSIVE TERMS

Language is powerful. The words we choose can either reinforce old stereotypes or open the door to a more welcoming, inclusive environment.

We encourage everyone to reflect on common workplace language and update phrases that may be unintentionally exclusive.

Try this swap:

- **Instead of:** "Manpower"

Try: Workforce, Staff, or Team Members

Why? Terms like "manpower" center one gender and exclude others. Inclusive and gender-neutral language shows respect for all.



LGBTQ+ INCLUSION IN HEALTHCARE


June is Pride Month—a celebration of the LGBTQ+ community and a call to recognize the importance of affirming care in all spaces, especially healthcare.

At Gaylord, inclusive care means more than just clinical expertise—it means honoring the full identity of every patient, visitor, and team member.

Here's how we can continue to foster inclusive care:

- **Ask, don't assume.** Confirm a patient's name and pronouns. Using "they" or "partner" by default avoids assumptions about gender or orientation.
- **Reflect inclusion in documentation.** Use forms that offer more than binary gender options and recognize non-traditional family structures
- **Understand unique health needs.** LGBTQ+ individuals, especially transgender people, face higher rates of discrimination, mental health challenges, and barriers to care. Culturally competent care improves outcomes and trust.

Tip: If you're unsure about someone's pronouns, try saying, "Hi, I'm [Your Name], and I use she/her pronouns. How about you?" It's a simple way to show respect and build rapport.



HONORING JUNETEENTH: A LEGACY OF FREEDOM

Juneteenth (June 19) marks the day in 1865 when enslaved people in Galveston, Texas were informed of their freedom—more than two years after the Emancipation Proclamation was signed. It's a moment of celebration, but also reflection.

Why Juneteenth matters in healthcare:

- **Historical trauma has health implications.** Black Americans have faced generations of systemic injustice that continue to impact access, trust, and health outcomes.
- **Representation matters.** Inclusive hiring, leadership development, and community engagement help address disparities and build equity.
- **We can act.** Educate yourself, support Black-owned businesses, amplify Black voices, and reflect on how our own practices and assumptions may need to shift.

Want to learn more? Consider watching "13th" on Netflix, reading "The Warmth of Other Suns" by Isabel Wilkerson, or joining a local Juneteenth event.



D.E.B.I.'S
CULTURE
CORNER

Woman's World



Sarah Bullard, Ph.D., ABPP
Director of Psychology, Gaylord

6 Brain Foods That Can Help Reduce Your Risk of Dementia—And Keep Your Memory Sharp

Congrats, Dr. Bullard – who was used as a source in ANOTHER article in Women's World Magazine.

Her last appearance in Woman's World was just three weeks ago!

This time in an article on eating to [prevent dementia and boost memory and brain health](#).



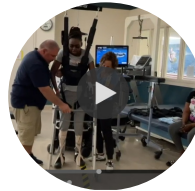
[Check out the article here](#)

[Click here](#) for more media mentions.

GAYLORD IN THE



Emmy Nomination featuring a Gaylord Patient Story



A Fox 61 story, published last fall about a Gaylord GBS patient turned Gaylord PCT, Karena Buddoo, has been nominated for an EMMY!

[Read her extraordinary story here.](#)



Helping Injured Employees Return to Work Stronger



CT Insider, and several other papers statewide ran a story on Gaylord's Work Conditioning Program, featuring Dr. Jerrold Kaplan, Medical Director of OP and Workers' Compensation Services.

[Check out the story here.](#)

Popcorn, Pull-Tests, and PPE: Safety Fair Highlights

Thank you to everyone who stopped by Brooker at the recent Safety Fair! The event brought together teams from across the organization for an afternoon of fun, education, and hands-on activities. Attendees tested their safety knowledge by "fishing" for real-life scenarios, pulled heavy (the right way) on the deadlift meter at our PT table, and enjoyed snacks straight out of the popcorn machine. A huge thank you to all who participated and helped make the event a success!





Let's
CELEBRATE!
Roger Debaise, Facilities



Wednesday, June 18
2-3 p.m.
Brooker Lobby
Light refreshments



Rings, Rice & Rattles

If you got engaged email the following info:

Name, department, got engaged to _____
(optional).
Our wedding date will be _____ (if already set).

If you just got married email the following info:

Name, department, married on (date), to whom.
Location (optional), Last name change, if applicable.

If you recently had a baby email the following info:

Name, department, baby name, date of birth and weight

All emails should be sent to publicrelations@

Welcome!

to the **Gaylord Team!**

Vanessa Dube Mobility Tech - Float

Danyel Catalani RN-H1

Hannah Tate RTA-Cromwell

Torrey Cogdell SNT-Float

Jessica Cole Lampart SNT-Float

Agnieszka Filipowicz SNT-Float

Jamilet Nieves Respiratory Care Assist.

Janely Villazhanay Cook/Baker

Justin Ruocco Pharmacy Tech

Keyanna Porter Respiratory Therapist

Sheena Lassiter PCT-H2

Donna Bernard Clinical Dietitian

Lauren Diaz CSA-Float

Emma Ufferfilge Mobility Tech- Float

Amber Eason Graduate Nurse- H1

Destiny Johnson PCT-M1

Caroline Ortiz PCT- Float

Matthew Day PCT-L1

Judith Millien PCT-Float

Helmet Drive Donation

On Monday, Gaylord was able to donate **33 new helmets** to United Way of Meriden thanks to the Goodie Grams for Gratitude Helmet Drive for TBI Awareness Month in March, which **raised over \$800!** This is a 110% increase from last year!



These helmets will be distributed to children in our community whose families may not have the resources to purchase them. We will continue to partner with United Way and are looking to present this ThinkFirst program with members of the community.

Thanks to everyone who sent Goodie Grams and made this possible!



JUNE

Service Awards

Congratulations to the following employees for their years of service to Gaylord:

40 YEARS

Maureen Fabiani
Food & Nutrition

20 YEARS

Kristine Provost
Outpatient Therapy

Tracey Nolan
Health Information Management

Kayode Akande
Respiratory Therapist

15 YEARS

Caitlin Cote
Education

Jennifer Lombardi
Nursing Services

10 YEARS

Andrew Huang
Information Technology

Markesha Briggs
Nursing Services

Timothy Guodace
Food & Nutrition

Courtney Raynor
Nursing Services

5 YEARS

Eddie Pomaes
Physical Therapy - Cromwell

Maddy Adams
Inpatient Therapy

APRIL

55 YEARS

Roger Debaise
Facilities

20 YEARS

Sonja Labarbera
President's Office

Ignacio Ramos
Food & Nutrition

15 YEARS

Melissa Lewsi
Nursing Services

10 YEARS

Phil Silverio
Physical Therapy - Cheshire

5 YEARS

Joshua Fries
Nursing Services

Dianne Acquarulo
Food & Nutrition

COMING SOON: Legacy Week July 14-18



The featured organization is:

ALS United - Local Chapter

Amyotrophic lateral sclerosis (ALS), often referred to as "Lou Gehrig's Disease," is a progressive neurodegenerative disease that affects nerve cells in the brain and the spinal cord. ALS United provides comprehensive support to improve quality of life for people with ALS and their families, while advocating for increased support and advancing innovative research for new treatments and an end to ALS.

[Click here to learn more](#)

Employees need a Jeans for Charity sticker or button to indicate their participation.

Stickers can be purchased for \$2 in the cafeteria, Jackson Java, Jackson 2 outpatient, Human Resources, and all outpatient clinics.



Put it on
the Calendar!
Snapshot of dates
to be aware of

More details for items below can be found on our internal Sharepoint Snapcomm page.

- 6/12-16:** CNA/Nursing Assistants' Week
- S 6/14:** Gaylord Gauntlet 5k!
- Su 6/15:** Father's Day
- M 6/16:** Zumba Series Class 2, 4:10pm
- T 6/17:** Wellness Fair, 11am-3pm in Brooker
- W 6/18:** Roger Debaise 55 Years of Service Celebration
- Th 6/19:** Juneteenth
Open Headshots by appointment
- F 6/20:** Ice Cream Emergency Truck in Milne Circle
Jeans for Charity
- Su 6/22:** Deadline for Great Place To Work Survey
- M 6/23:** Zumba Series Class 3, 4:10pm
- Th 6/26:** Mock Code Marathon 7:30am-6:30pm
- M 6/30:** Zumba Series Class 4, 4:10pm

July

August

September

Disability Pride Month	National Nonprofit Day	Employee Appreciation Day
Legacy Week	August 17	September 10
July 14-18		
Blood Drive		Corks and Forks
July 29, 11am-4pm		September 18



Happy Fathers' Day

To all the dads, bonus dads, grandfathers, father figures, and all those who show up with care, strength, and guidance—both at home and in our community: Whether you're parenting, mentoring, or simply leading by example, your presence makes a difference.

This Father's Day, may your socks be high, your naps uninterrupted, and your jokes met with more groans than eye rolls.
You're the reel deal. (Fishing pun intended.)

Gaylord Employee Complementary Mini Headshot Sessions

Need a professional headshot for email, conferences, or your next big opportunity?

Whether you're brand new or just ready for a refresh, I'd love to help you put your best face forward.

**Sign up today to
have a fresh headshot taken!**

Thursday, June 19 from 9am-3pm

[Click Here](#) to select your time slot!

Outpatient headshots available upon request.
Contact Kate Brophy with any questions. x3459 / kbrophy@gaylord.

WELLNESS FAIR 2025

BE HEALTHY, FEEL HEALTHY

TUESDAY, JUNE 17
BROOKER LECTURE HALL
11 AM - 3 PM

Join us at the Wellness Fair and discover tips and tools to integrate healthy habits in all aspects of your life and enjoy everything we have prepared for you.

- Healthy Snacks & Recipes
- Healthy Living Handouts
- Chair Massage
- Financial One-on-One's with Transamerica
- Fiducius Student loan financial planning information
- EAP information
- Mental Health Information
- Cigna resources

*Raffle Prizes

- Three \$50 Visa Gift Cards
- Yoga mat
- Spa Gift Basket
- Instant Pot
- Crockpot

*Pick up your passport at the registration table and visit each booth to receive tickets to enter the raffle.

Participants:



WELCOME SUMMER

Who wants ice cream?

Come on out to the Milne Circle for FREE ice cream on Friday, June 20
 11:30 a.m.-1:30 p.m. & 4:30-6:00 p.m.

SAVING LIVES, ONE SCOOP AT A TIME

ICE CREAM EMERGENCY!

MOBILE ICE CREAM PARLOR ON BOARD SERVICE

WE CATER ALL EVENTS

ICECREAMEMERGENCY.COM

Sponsored by: Gaylord Specialty Healthcare Human Resources

Mock Code Marathon

Thursday, June 26
 7:30am - 6:30 pm

Registration Required
 Register via the course calendar in UKG Gaylord University
 Located in the Clinical Education Classroom on Jackson Ground

Questions? Contact Nursing Professional Development or the Respiratory Department

Reminder

Please direct all media inquiries to the Public Relations Department at ext. 2881.

Thank you!

ATTENTION STAFF

4-Week Zumba Series

Mondays
 June 9, 16, 23, 30
 4:10 p.m.
 Inpatient Gym

RSVP: Reach out to Paul Pacileo at ppacileo@gaylord.org to register for the 4 week session

Gaylord Specialty Healthcare

Taught by Lea Grimaldi in OIM, this 4 week series will gauge interest, and will continue more regularly if there is enough of a turnout!



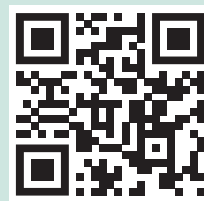
Congratulations to the following staff who were recognized by their peers. Each month a name is pulled to win a prize.

Casey Kennedy	Clinical Support Associate
Dawn O'Connor	Clinical Support Associate
Tanisha Rountree	EVS Aide
Amanda Andrews	Clinical Support Associate
Hank Hrdlicka	Director of Research
Rachel Noia	Speech Pathologist Ip
Stef Gaidos	Team Leader Speech
Derek Davison	IT Support Technician
Paula Savino	Physical Therapist IP
Patrick Kenton	IT Support Technician
Ryann Collette	Lead Clinical OP Pharmacist RAFFLE WINNER
Ruby Anne Espiritu	Registered Nurse
Alicia Hagan	LPN Milne 2
Marc Garcia*	IT Support Technician
Susan Stanton	Counselor
Rose Vazquez Santiago	Counselor
Jaime Cassidy	Certified OT Assistant

*Nominated twice

Did your co-worker go above and beyond?

Scan the QR code and fill out the form to recognize them.



"Each patient has to put in the effort to be rehabilitated, true. But the more support the easier it is. Without the encouragement (and occasional cajoling) of all of you and some wonderful nurses and PCTs as well, there is no way I'd be where I am today. It was wonderful to see many of you at the Recognize a Star reception a few weeks ago, and that won't be the last one. But on a really "up" day, I wanted to say a heartfelt thank you again."

Peter

A Note of Appreciation from a Grateful Patient

One of our former patients took the time to reflect on their rehabilitation journey and the role our team played in it. His words are a meaningful reminder of how every interaction can make a difference:

FRIDAY SUMMER BBQS ARE BACK!

Get your grill on with us each Friday
this summer!

Where? Milne Circle

When? Every Friday

11:30am and 1:30pm

Fridays just got a whole lot tastier!



Click
Here!

What's the Cafeteria Got Cookin'?

Visit the Food & Nutrition department page on Sharepoint to
see what they're serving up this week - including soup specials!

Special invitation to all Gaylord staff, patients and family

20% off theater tickets



LEGACY THEATRE

WORLD
PREMIERE!

Don't miss the
world premiere of

"Long Days"
at Legacy Theatre
June 12-29

A dark, humorous play about a
production of Eugene O'Neill's *Long Day's
Journey into Night*.



GAYLORD FACT:

Eugene O'Neill was
a Gaylord patient in
1912-1913 and began
his writing career there.



LegacyTheatreCT.org (203)315-1901

128 Thimble Islands Road, Branford, CT

Scan to buy tickets



20% off code: LDS20

4TH OF JULY CONCERT ON THE GREEN IN MADISON

PRESENTED BY MADISON CULTURAL ARTS

SATURDAY, JULY 5, 2025 (Rain date Sunday, July 6, 2025)



AN ALCOHOL-FREE EVENT
madisonculturalarts.org

A Salute to the Boston Pops

Wallingford Symphony Orchestra
Conducted by Philip Ventre at 7PM
Opening Act: Lancraft Fife & Drum Corps at 6PM

Free Admission

Saturday, July 5,
Madison Cultrial Arts will hold its
annual "Concert on the Green."

**AS A SPONSOR, GAYLORD HAS SPACE
RESERVED FOR THOSE WHO WOULD
LIKE TO ATTEND.**

If you are interested in attending, please email
kbrophy@gaylord.org or call x3459.
Space is limited, so reach out early!



Need to communicate to all staff in a snap?

If you would like a SnapComms screen saver created, please
email publicrelations@gaylord.org with your information.