

# Destination Scripps

Volume 2, Number 1

News & Information for a Career at Scripps

Winter 2012

## Scripps Awards \$10 Million to Employees

*Sets record as largest Success Shares payout in company history*



Last month more than 11,550 employees received \$10.1 million in Success Shares awards for meeting 2011 financial and patient satisfaction goals. It's the fifth consecutive year Success Shares have been awarded to employees. Chris Van Gorder, president and CEO, and members of the executive team also handed out "I Make a Difference" pins to signify the role employees play in Scripps' success.

"Success Shares is a way for us to celebrate achieving goals together," says Van Gorder. "We would not be the strong organization we are today without the hard work of our employees and their willingness to come together across the organization as One Scripps. This is a team effort and it's about putting the patient first."

# World-Class Proton Therapy at Scripps

*Scripps Proton Therapy Center Hires Two Renowned Leaders, Announces Partnership with Rady Children's*



*The Scripps Proton Therapy Center is expected to open in spring 2013. The 102,000-square-foot facility—which will be just the second such center west of the Rockies—will have the maximum capacity to treat approximately 2,400 adult and pediatric patients annually.*

**A** lot has happened since construction of Scripps Proton Therapy Center—a \$220 million cancer treatment and research facility—began 16 months ago.

Last month Scripps announced that Dr. Carl J. Rossi, Jr. joined Scripps Clinic Medical Group (SCMG) as medical director of the Scripps Proton Therapy Center. Before joining Scripps, Rossi spent the past 20 years as chief of genito-urinary and lymphoma radiation oncology services at Loma Linda University Medical Center. While there, Rossi treated more than 9,000 prostate cancer patients with proton therapy—more than any other physician in the world for that tumor site.

Scripps also announced Lei Dong, Ph.D., a medical physicist who has spent most of his career at the nation's top-ranked University of Texas MD Anderson Cancer Center, will join Scripps as chief medical physicist of the Scripps Proton Therapy Center. Most recently, Dong served as professor and deputy chair of MD Anderson's department of radiation physics. He is considered an internationally renowned



*The region's first cyclotron — a 90-ton piece of medical equipment that will be the driving force behind the Scripps Proton Therapy Center—was installed over two days and it marks the halfway point of the center's construction.*

expert in image guided radiation therapy.

Finally, a partnership with Rady Children's Hospital-San Diego was also announced. Scripps will work with Rady Children's to provide advanced proton treatment at Scripps Proton Therapy Center to pediatric cancer patients.

"Proton beams allow for significant sparing of normal tissue compared to X-ray therapy and their use has been shown to greatly reduce the incidence of long-term complications in children," says Dr. Carl J. Rossi, Jr., medical director of Scripps Proton Therapy Center.

The Scripps Proton Therapy Center is expected to open in spring 2013. The 102,000-square-foot facility—which will be just the second such center west of the Rockies—will have the maximum capacity to treat approximately 2,400 adult and pediatric patients annually. It will include five treatment rooms; MRI, CT and PET/CT imaging services in support of proton therapy; 16 patient exam rooms; and offices for 14 physicians.

"Scripps Proton Therapy Center will be a community resource that will bring together patients, physicians and researchers in the fight against cancer," says President and CEO Chris Van Gorder.



## CFLI Launches Online Learning

Scripps Center for Learning & Innovation has made it easier than ever for employees to access the educational courses and professional development programs they need to stay on top of their career. The new Learning Management System (LMS) is an online application to streamline learning for employees throughout the organization by centralizing all information into one integrated system.

“The implementation of the LMS is the result of an extensive, system-wide collaborative effort between Scripps Center for Learning & Innovation and many other departments and stakeholders,” says Vic Buzachero, corporate senior vice president for innovation, human resources and performance management. “It supports our One Scripps initiative and will

greatly improve efficiency, reduce variation and enhance learning across the organization.”

Along with giving employees more options to help grow their career, the LMS supports Scripps’ strategic performance objectives by equipping employees and leaders with the education and training required to reach its goals.

### KEY FEATURES OF SCRIPPS LEARNING MANAGEMENT SYSTEM

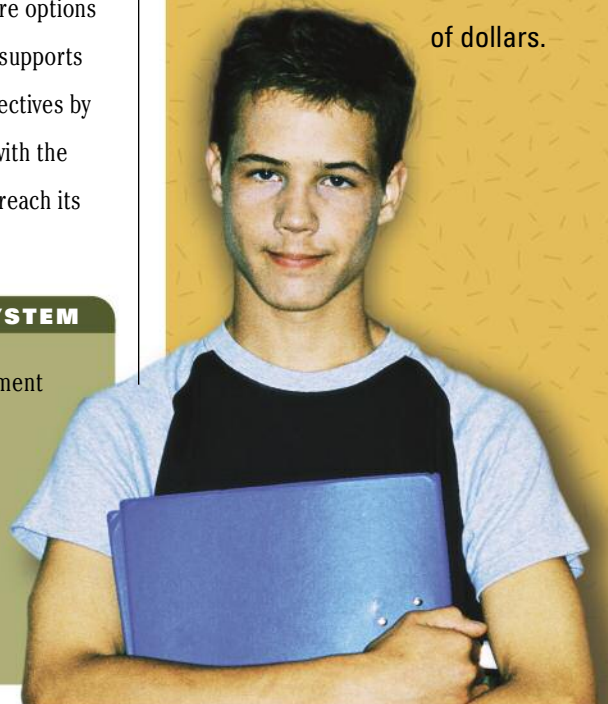
- ▶ Employee access to system-wide educational offerings and professional development programs, including annual mandatory trainings.
- ▶ Searchable course catalog including instructor-led classes and online eCourses enabling users to quickly find courses by title, subject or category.
- ▶ A personalized employee history of the courses completed, online course registration, ability to complete eLearning courses within the LMS, learning progress tracking, and access to post-training materials.

## New Benefit Offers Preparation Support for Kids’ Education

*Benefit will save hundreds on test preparation services*

All Scripps employees have access to a new educational benefit—the Kaplan Academic Advantage.

This benefit offers online learning and college test preparation services to support the education of employee’s children. Whether enhancing reading and math abilities in elementary school or assisting high school students score higher on college entrance exams, the partnership with Kaplan will help and can save hundreds of dollars.



**Join us for  
Career Chat**

Visit our weekly Career Chat to learn more about working for one of the nation's best employers. Chat online with a Scripps Talent Manager every Friday from 1-3 pm PST. Visit [scripps.org/careers](http://scripps.org/careers) and click on "Join the Chat."

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A nationally recognized employer of choice, Scripps has been named one of FORTUNE magazine's 100 Best Companies to Work For, one of the nation's Best Employers for Workers over 50 by AARP and 100 Best Companies by *Working Mother* magazine.

## Scripps In The News

### Scripps Clinical Research

Scripps recently announced the launch of an innovative clinical research study that is using whole genome sequencing to help determine the causes of idiopathic human diseases—those serious, rare and perplexing health conditions that defy a diagnosis or are unresponsive to standard treatments. The new Scripps study—dubbed IDIOM, short for Idiopathic Disease of Man—is believed to be the first whole genome sequencing study of adult idiopathic disease to date.

### New Physicians Join Scripps

Twenty seven physicians from La Jolla Radiology Medical Group recently joined Scripps Clinic Medical Group. La Jolla Radiology has a long-standing relationship with Scripps and a solid history of quality care. It is the seventh medical group to join Scripps since 2008. Others include Sharp Mission Park Medical Group, Penn Elm Medical Group, Del Mar Medical Clinic, North Coast Women's Care, North County OB-GYN Medical Group and Del Mar Family Practice.

## New Seasonal Staffing Program Begins in 2012

### Scripps employees can plan ahead for extended time off from June through October

Scripps is piloting a Seasonal Staffing Program in 2012 that allows employees to request extended paid or unpaid time off during months that historically experience lower patient volumes. Eligible employees can request from 28 to 61 days of time off from June through October. This program was created for typically low census times, to help managers avoid having to flex off staff and is just one of the innovative workforce solutions to develop a more efficient, high value health care system prepared to succeed under health care reform.

The *Destination Scripps News* is a quarterly newsletter providing updates and information for those interested in a career at Scripps. As Scripps continues to grow, we invite you to stay up-to-date on our new programs and benefits. Now more than ever it is critical for our system to hire and retain top talent to deliver quality patient care. Scripps is a career destination with unlimited opportunities for growth and career satisfaction where employees can fulfill their career ambitions at one organization. Visit our web site [scripps.org/careers](http://scripps.org/careers) for a current listing of employment opportunities.