

SPRING 2022

Health connections



We are Fisher-Titus



FISHER | TITUS



SPRING 2022

Health connections



3 **2021 Leapfrog Top Hospital Award**
For outstanding quality and safety



5 **Experience Career Growth**
at Fisher-Titus



7 **New ambulance made possible**
Because of generous donors



9 **Fisher-Titus in the community**

10 **Ohio National Guard**
A lasting impact at Fisher-Titus

11 **What's New**
at Fisher-Titus?

13 **Springing ahead**
Changing our circadian rhythm



Fisher-Titus earns 2021 Leapfrog Top Hospital Award for outstanding quality and safety

Highlighting its nationally recognized achievements in patient safety and quality, Fisher-Titus was named a Top Rural Hospital nationally by The Leapfrog Group, only one of two named in the State of Ohio.

Announced in December 2021, the Leapfrog Top Hospital award is widely acknowledged as one of the most competitive awards American hospitals can receive. The Top Hospital designation is bestowed by The Leapfrog Group, a national watchdog organization of employers and other purchasers recognized as the toughest standard-setters for health care safety and quality.

“Receiving this national recognition is such an honor,” said Brent Burkey, MD, president and CEO of Fisher-Titus. “Our employees and providers consistently go above and beyond to make sure our patients are receiving the safest, highest quality care without the need to travel outside of our community.”

Over 2,200 hospitals were considered for the award. Among those, Fisher-Titus received

a Top Rural distinction. A total of 149 top hospitals nationwide were selected as Top Hospitals, including:

- 23 Top Rural
- 8 Top Children’s
- 46 Top General
- 72 Top Teaching

The quality of patient care across many areas of hospital performance is considered in establishing the qualifications for the award, including infection rates, surgery, maternity care, and the hospital’s capacity to prevent medication and other errors. The rigorous



standards are defined in each year's Top Hospital Methodology.

"We are pleased to recognize Fisher-Titus as a Top Hospital this year," said Leah Binder, president and CEO of The Leapfrog Group. "Even with the continued strain of the COVID-19 pandemic, Fisher-Titus has demonstrated an extraordinary dedication to excellent health care in the Huron County community. We congratulate the board, leadership, staff, and clinicians who put their patients first."

To qualify for the Top Hospitals distinction, hospitals must rank top among peers on the Leapfrog Hospital Survey, which assesses hospital performance on the highest standards for quality and patient safety.

To see the full list of institutions honored as 2021 Top Hospitals, visit LeapfrogGroup.org/tophospitals.



Brent Burkey, MD
President and CEO of Fisher-Titus

"Our employees and providers consistently go above and beyond to make sure our patients are receiving the safest, highest quality care without the need to travel outside of our community."

Experience Career Growth at Fisher-Titus

Are you looking for a career in health care? Visit our website at FisherTitus.org/careers to view a list of current openings in a variety of areas including clinical and non-clinical. Apply today!



Ethan Parlett



Looking to get your start in health care? 2022 STNA classes will be held:

- April 18–29
- June 13–24
- August 1–12
- September 6–19
- October 31–November 11
- December 19–30

Visit FisherTitus.org/careers and apply for the Hospitality Aide position!

Meet Ethan

Ethan Parlett, 21, of Greenwich, was attending Ashland University, majoring in education with one semester left before graduation when he heard about a collaboration Fisher-Titus has with Be Strong Uniforms & Learning Center in Norwalk.

After talking with Erin Dotson, owner of Be Strong, Ethan made a major career decision.

“I knew exactly where I wanted to be,” he said. “I’ve always had an interest in health care. My grandpa had cancer and I helped take care of him and I loved doing it.”

Ethan applied for a Hospitality Aide position with Fisher-Titus, signed up for State Tested Nursing Aide (STNA) classes through Be Strong, and changed his major at Ashland to nursing. He has since passed the state-administered test to become an STNA at Norwalk Memorial Home and will graduate in 2024 from Ashland with his bachelor’s in nursing.

The Hospitality Aide position at Fisher-Titus is an introduction to an STNA position for those who are either going through an STNA program currently or will be entering into an STNA program to receive their STNA certification. For those who are looking to enter an STNA program, Fisher-Titus will pay all costs for employee to complete the STNA certification program through Be Strong. After passing the STNA test, employees are then able to work as an STNA in Norwalk Memorial Home.

Ethan feels like the classes he took through Be Strong prepared him for a role as an STNA.

“Erin (Dotson) makes sure you are prepared,” he said. “She uses real life examples and realistic settings to help make the information understandable.”

During the classes, students do their clinicals at Fisher-Titus, something Erin Sparks, assistant director of nursing for Norwalk Memorial Home and Transitional Care Unit, said makes a huge difference.

“The students get to meet the residents ahead of time and see how things go,” she said. “They get hands on experience to learn us and we get to learn about them.”

Erin said to take the classes through Be Strong you must be 16 years old, and Fisher-Titus will work around school schedules.

“School and education are the most important,” she said. “We will alter hours around school so they can take care of school and then they can come to work and learn how to work in a professional manner and take care of other humans.”

In his role as an STNA, Ethan is able to help residents of Norwalk Memorial Home with a variety of needs such as bathing, dressing, eating, and transporting and can record vital signs, weight, height, intake/output consumption, and other required documentation.

“I love being able to help the residents,” he said. “What I like best is the connections I made with people. Sometimes I like to pop in and just ask how their day is going. You definitely have to learn to manage your time because you want to provide quality care to each patient. But what makes me happy is making the residents happy.”

Erin said Ethan is thriving as an STNA.

“Residents enjoy him – the ladies love him,” Erin said with a laugh. “He’s very positive and every time he comes in, he has a smile on his face; you can’t see it with the mask, but you can see it in his eyes. He’s always in a good mood. If you ask him to do anything he goes and does it.”

Ethan said he encourages anyone who is thinking about getting into health care to explore the same path he did.

“No matter what age – just go for it,” he said. “You are never too old or too young to start something new. If you want to try it, do it. You may not know what you are missing out on. It will be worth it in the end.”



Sonja Ward

Meet Sonja

In 2004, Norwalk resident Sonja Ward was looking at getting into the health care field. Her mother was working in the dietary department at Fisher-Titus and encouraged Sonja to apply.

Sonja took her mother’s advice and is getting ready to celebrate her 18th anniversary at Fisher-Titus.

Sonja began her career at Fisher-Titus in the dietary department at The Carriage House, where she worked for seven years. During this time, she also was attending nursing school at North Central State College in Mansfield.

“Everyone at Fisher-Titus worked with me to balance work, family, and school,” she said. Sonja and her husband Jason have three daughters.

Sonja graduated from North Central State College with her associate degree in nursing in 2011, becoming Sonja Ward, RN. She then was offered a full-time position working on the nursing floors. She picked up PRN shifts in the pain management department in addition to still working on the floors.

In 2013 Sonja was offered a full-time nursing position in the Pain Management Center at Fisher-Titus.

“I’ve been here ever since,” she said, noting that in 2020 she was asked to step into the charge nurse role.

Most recently, Sonja was promoted to Manager, Pain Management. She credits Fisher-Titus for the career progression she’s had over the last 18 years.

“Fisher-Titus made it possible for me,” she said. “I got tuition assistance, they paid for my STNA classes which was required for nursing school.”

Sonja said she has stayed at Fisher-Titus during the course of her career because of the environment.

“Fisher-Titus has been good to me,” she said. “They encourage growth, they encourage leadership. I’ve always enjoyed every department I’ve worked in, every manager, and every coworker. I feel like more than just an employee – from dietary to now – I feel like I am important to the company. They make you feel special here.”

Sonja said that health care is a great field for people to go into.

“Health care has so many options for growth and change,” she said. “You can make an impact and you can grow as much as you want.”

our foundation



Thanks to our generous donors, we were able to meet our goal with **\$43,152 raised** to help purchase a new ambulance for NCEMS.

New ambulance made possible because of generous donors

Reliable, life-saving emergency medical services for our community is vital to our health and safety.

With a service area spanning roughly 530 square miles, North Central EMS provides care to over 60,000 people with stations located in Norwalk, Milan, Berlin Heights, Greenwich, Bellevue, Green Springs, and Monroeville. Because of this large rural service area with low population density, North Central EMS operates at a financial loss that is subsidized by Fisher-Titus, supported by the municipalities served, and by donations to the Fisher-Titus Foundation.

North Central EMS ambulances run up to 600 miles per day. The average service life for an ambulance is 350,000-400,000 miles. North Central EMS controls maintenance costs and extends the life of its ambulances by servicing them in-house. While these cost savings help keep the current fleet on the road longer, the combined total mileage for the current ambulance fleet is over 2.3 million miles, with an average of 150,000 miles on each ambulance. This plus the increase in demand

due to COVID has put an added strain on the ambulance fleet, requiring a new ambulance to be added to meet the expectations and needs of those we serve.

Thanks to our generous donors, we were able to raise \$43,152 to support the purchase of a new ambulance for NCEMS. Unit #74 was placed in service February 2022 at the NCEMS Norwalk Station. In 2022, we are working to fundraise for another ambulance replacement and the purchase of a new mental health vehicle.

To be a part of the mission, please visit FisherTitus.org/donate.



33RD Annual Fisher-Titus Golf Tournament

Save the date for the 2022 golf outing Wednesday, August 3, 2022. Please join us as a golfer or sponsor. Watch your mailbox and your inbox for your registration. To be added to our mailing list, contact Emily Baker at 419-660-2920. You can learn more at FisherTitus.org/golf.

Fisher-Titus in the community

City of Willard and Fisher-Titus partner to pave Willard Reservoir Walking Trail

During the tree lighting ceremony on November 19, 2021, Fisher-Titus and the City of Willard announced a partnership to pave the current walking trail at the Willard Reservoir.

“As a rural health system, Fisher-Titus strives to stay connected and support the health and wellness of the communities we serve,” said Katie Chieda, Chief Nursing Officer for Fisher-Titus during the ceremony. “In keeping with that mindset, we are excited to announce our partnership to pave the walking trail at the Willard reservoir.”

Almost two and a half miles of concrete will be installed around the Willard Reservoir to create the Fisher-Titus Health Walk.

“We are thrilled to partner with Fisher-Titus on the improvement of the current reservoir trail,” said Bryson Hamons, City Manager for the City of Willard. “The new Fisher-Titus Health Walk will be an asset for Willard residents and other surrounding community members as it promotes healthy lifestyles by creating a fun, informative, and barrier-free means to exercise.”

The new trail will promote healthy living by providing a place to exercise by running, walking, cycling, and rollerblading. The ADA standard path will also include 10 storyboards that focus on current health topics.

“We drive by the Willard Reservoir every day and invariably notice families making use of the area to walk their dogs, exercise and simply get outdoors,” said Dr. Vicki Brown, physician with Fisher-Titus Family Medicine – Willard. “On our walks there, we have spotted many species of migratory birds. For runners and walkers, we are excited to see how improvements will make the perimeter path even more useful. We look forward to the completion of this project and expect we'll see even more of our patients there.”

Construction is anticipated to begin this Spring, weather permitting, with paving to be completed by DL Smith Paving.

While the project will be anchored by Fisher-Titus and the City of Willard, community members are invited to support the project as well.

Businesses and individuals can contact Bryson Hamons at bhamons@willardohio.us for more information on sponsorship opportunities.

Read more about some of the additional exciting community projects we will be a part of in the Summer edition of Health Connections!



Community Health Screenings Provide Low-Cost Option To Stay On Top Of Your Health

Community health screenings provide an opportunity for you to access inexpensive health evaluations to help determine their risk of developing a medical condition such as diabetes. The participants are responsible for independently using the results from their screening to follow up with their Fisher-Titus provider.

What Fisher Titus Offers

Our menu of tests allows you to choose those that meet your individual health needs. Typically, these screenings are recommended just once a year, although you should always consult your physician for your particular needs.

Health Screenings Include:

- **Blood Analysis:** Includes complete blood count (with differential), basic metabolic panel, lipid panel, hepatic profile. 12-hour fasting required. You may drink water and take regular medications. \$45
- **Prostate Specific Antigen (PSA) Test:** \$30
- **Hemoglobin A1c:** \$20
- **Thyroid Test (TSH):** \$25
- **Vitamin D:** \$35

Call 419-660-2646 to schedule your appointment. You will be asked to choose from a list of tests and provide the name of your physician.

Financial Assistance

If your physician is recommending other tests that may be financially difficult for you, please contact our Financial Assistance Office at 419-660-2678 or 800-668-8788 ext. 6278 to reach one of our counselors.

To view details of upcoming health screenings, please visit FisherTitus.org/screenings

Ohio National Guard makes lasting impact at Fisher-Titus

Members of the National Guard reflect on their experience at Fisher-Titus.

In January, our community experienced a surge in COVID-19 like we hadn't in the last two years. We had record number of inpatients with COVID-19 and were providing outpatient covid testing to almost 200 people per day. Our staff was mentally and physically exhausted. When the opportunity presented itself, Fisher-Titus took advantage of the assistance from the Ohio National Guard.

In total roughly 20 members of the guard provided help over the course of four weeks in areas such as drive-thru COVID-19 swabbing, documentation, order entry, registration, environmental services, and nutrition services.

"Like many facilities in Ohio, Fisher-Titus felt the impact of the increase in the number of people who were experiencing COVID-19 symptoms and needed to get tested.," said Brent Burkey, MD, president and CEO of Fisher-Titus. "With the assistance of the Ohio National Guard, we were able to expand appointment hours and availability to our community; something we knew was so desperately needed,"

The assistance the Ohio National Guard provided is something that everyone at Fisher-Titus will never forget. Their willingness to dig in and do whatever it took to care of our friends, family, neighbors, and loved ones will be something we carry with us forever.

"We will forever be grateful to the men and women of the Ohio National Guard who assisted us during the pandemic," said Brent Burkey, MD, president and CEO of Fisher-Titus. "They will always be members of our Fisher-Titus family."



Master Sergeant Paul Cowdrey, Bowling Green, Ohio – worked as a liaison between command troops and Fisher-Titus and assisted with COVID testing



"Honestly being part of the solution seeing the happy faces here is why I wanted to be a part of this. If it gives a nurse a couple of hours away from the burden that they have been dealing with for the last 18 months, it's worth it. Overall, my experience has been absolutely amazing – the appreciation and the gratitude for being here, the way the hospital has embraced us being here and seeing us as family. We all have to get through this. This isn't something you can toe the line and do by yourself. We all need to be a part of the solution."

“We will forever be grateful to the men and women of the Ohio National Guard who assisted us during the pandemic. They will always be members of our Fisher-Titus family”

– Brent Burkey, MD, president and CEO of Fisher-Titus



Sergeant Raven Emerick, Norwalk, Ohio – worked in the Emergency Department helping to clean rooms, get stuff for patients, help the nurses and doctors, and assisted with covid swabbing

“I feel very welcomed being here; everyone has been kind and generous and helped us when we needed it. I’ve enjoyed the learning opportunities and helping my hometown community. Being able to help people I know in the community, or went to high school with, is a cool story to tell. I volunteered to do this because I wanted to help. I really enjoyed getting to meet a lot of the staff and see behind the scenes on how things work. I’ve spent a lot of time at Fisher-Titus, whether it was for myself, my siblings, or my grandma. Now I’ve gotten to see the flip side, and the care the doctors and nurses provide has put everything into perspective for me. This has inspired me to go back to school for nursing.”



Senior Airman Blade Carswell, Milan, Michigan – worked in the Emergency Department helping to clean rooms, get stuff for patients, answer call lights, assisted with covid swabbing, and helped as a patient sitter and was on the patient turn team

“My favorite thing to do is to help out. I didn’t realize how low staffed all the hospitals were. Being able to help out was amazing. I am a people person so I like getting in the action and helping when I can. We enjoyed all the prayers and appreciation we received from the community. I enjoyed being able to interact with everyone – the staff was great; patients were awesome. My experience was great; I wouldn’t have changed it for the world. Being a part of this was just monumental for me.”



Airman First Class Rylee Harrington, Bowling Green, Ohio – assisted at the drive through covid testing station with registration and swabbing

“My time here at Fisher-Titus has been great; the best part was the warm welcome from staff and knowing I’m making a difference in the community. As a whole, the guard’s presence is filling a hole that otherwise would not have been filled and allowing staff to return to their original job duties. Our collaboration with Fisher-Titus made testing more readily available to the community with extended days and hours. We felt the appreciation from the first thank you to the last cup of coffee we received. It’s been an honor to serve you all.”

What's New at Fisher-Titus?

Fisher-Titus Pediatrics Welcomes Erin Rogers, MSN, APRN, CNP

Erin Rogers, MSN, APRN, CNP has joined Fisher-Titus Pediatrics as a nurse practitioner in Norwalk and Bellevue.

Erin earned her Master of Science in Nursing from the University of Akron. She is compassionate and patient-focused, consistently striving to provide a superior level of patient care and enjoys improving the lives of her patients while supporting the complex needs of their families.

Prior to becoming a Certified Nurse Practitioner and joining Fisher-Titus Pediatrics, Erin earned her Bachelor of Science in Nursing from the University of Cincinnati. She has experience as a registered nurse caring for pediatric patients at MetroHealth in Cleveland in their neonatal intensive care unit as well as the pediatric intensive care unit and pediatric unit.

For more information, visit FisherTitus.org/pediatrics.



Fisher-Titus Norwalk Primary Care & Occupational Health Welcomes Robert Cromley, DO

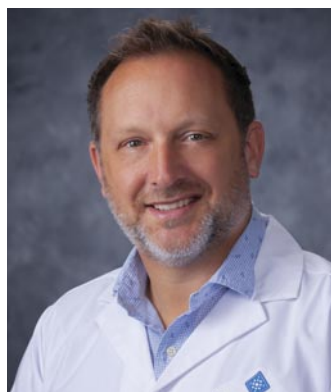
Robert Cromley, D.O., is a physician with Fisher-Titus Norwalk Primary Care and Fisher-Titus Occupational Health. He is board certified with the American Osteopathic Board of Family Physicians.

Dr. Cromley enjoys working with patients 13 and older for all primary care needs. He also employs Osteopathic Manipulative Medicine (OMM) to treat a variety of acute and chronic musculoskeletal issues. He finds it very rewarding to help develop goals to improve his patients' health and well-being, and when they find the right plan, to achieve their goals— whether in their personal life or their career.

A graduate of Ohio University where he earned his Bachelor of Science, Dr. Cromley completed his Doctor of Osteopathic Medicine at Lincoln Memorial University DeBusk College of Osteopathic Medicine in Harrogate, Tennessee and completed his Family Medicine Residency at Cleveland Clinic – South Pointe.

Prior to joining Fisher-Titus, Dr. Cromley served as the Medical Director for Oak Street Health in Cleveland and as a Family Medicine Physician at Magruder Hospital in Port Clinton.

To schedule an appointment with Dr. Cromley call **419-668-8110**.



Fisher-Titus Family Medicine – Wakeman Welcomes Samuel E. Ross, MD

Samuel E. Ross, MD has joined Fisher-Titus Family Medicine – Wakeman as a family medicine physician.

Dr. Ross has been serving patients in the area since 2018 as a family medicine physician in Bellevue. Prior to that, he worked as a family medicine physician at Emerald Family Practice in Michigan.

Dr. Ross enjoys working in small local communities and treating the whole family throughout all stages of life. He has a particular interest in helping patients reach their weight loss goals using a variety of methods including weight loss medications. In his free time, he is passionate about mission work and participates in mission trips in El Salvador.

A graduate of St. George's School of Medicine, Dr. Ross completed his Family Medicine Residency at Providence Hospital in Southfield Michigan. Dr. Ross is a member of the American Academy of Family Physicians and the Ohio Association of Family Physicians.

Appointments with Dr. Ross can be scheduled by calling **440-839-2226**.



We are always looking at how we can best serve our patients. One way we do this is through the addition of new providers and services. Read more about some of these new faces here. We are committed to providing the Right Care, Right Here for patients in our community.

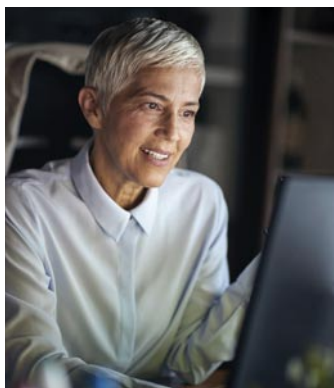
Fisher-Titus Requiring Appointments for Financial Counseling

To better be prepared to assist patients, Fisher-Titus is now requiring appointments for anyone needing assistance from a financial counselor. Walk-ins will no longer be accepted. Patients can email financeservices@ftmc.com or call 419-660-2678 or 419-660-2679 to request an appointment.

Patients may still make bill payments online at FisherTitus.org, at registration located in the Emergency Department, or by calling 833-432-0045 between 8 a.m.–7 p.m., Monday through Thursday, and 8 a.m.–5 p.m. on Friday.

In addition, Fisher-Titus will be partnering with ClaimAid beginning in January to assist self-pay patients with the application process for governmental plans they may qualify for. ClaimAid will work one-on-one with patients and offer them customized solutions.

To learn more about financial assistance offered at Fisher-Titus, please visit FisherTitus.org/financialassistance.



Fisher-Titus Recognized for Website Design

Fisher-Titus recently won national accolades for their website FisherTitus.org, which was redesigned in March 2021, including:

- Gold distinction – Best Site Design; eHealthcare Leadership Awards
- Honorable Mention – Medical Website; MarCom Awards

The eHealthcare Leadership Awards recognizes the very best websites, digital communications, and business improvement initiatives of a wide range of health care organizations. These awards highlight the role of digital communications in achieving healthcare organizations' business objectives. There were over 1,000 entries for these awards.

The MarCom Awards is an international creative competition that recognizes outstanding achievement by creative professionals involved in the concept, design, direction, and production of marketing and communications materials and programs. There were roughly 6,000 entries from the United States, Canada, and 39 other countries.

"When we were undergoing our website redesign and working with our web partner Geonetric, we wanted to make sure we produced something that created a positive user experience, and included the information our community was seeking out," said Alexandria Cruet, director of marketing & communications for Fisher-Titus. "It's an honor to receive these national recognitions, which supports our initiatives with the redesign."

You can view Fisher-Titus' redesigned site at FisherTitus.org.

Fisher-Titus Sleep Center Opens New Location, Celebrates 10 Year Anniversary

The Fisher-Titus Sleep Center has moved to 282 Benedict Avenue, Suite C, Medical Park II, Norwalk.

The newly renovated space, which has five sleep study rooms, offers modern furnishings in each room including televisions, recliners, and new beds and a dedicated pediatric sleep room with attached restroom opening later this spring. Additionally, there are two exam rooms also included in the new suite meaning that sleep clinic appointments and sleep studies are now located in one convenient location for patients.

Additionally, the Sleep Center is also celebrating its 10 year anniversary. Opened in 2012, the Fisher-Titus Sleep Center diagnoses and treats a variety of sleep disorders including sleep apnea, insomnia, narcolepsy, and more. The Sleep Center provides services for adults and children ages three and older and is overseen by Dr. Basem Haddad, a pulmonologist with Fisher-Titus Pulmonary Medicine and medical director of the Sleep Center.

To learn more, visit FisherTitus.org/sleep.



Norwalk Memorial Home Named to U.S. News and World Report's List of Best Nursing Homes

Norwalk Memorial Home was recently named to U.S. News and World Report's list of Best Nursing Homes for 2021. Only 15% of nursing homes in the United States make this list.

All Medicare- and Medicaid-certified nursing homes that were part of the July 2021 CMS nursing home provider census made available in July 2021 were evaluated by U.S. News. To be recognized as one of the 2021–22 U.S. News Best Nursing Homes, a facility must have been "High Performing" in short-term rehabilitation, long-term care, or both.

Ratings are based on U.S. News' assessment of quality measures focusing on staffing, medical outcomes, resident complaints, processes of care, and more. All data used in the ratings came directly from publicly available sources including the Centers for Medicare and Medicaid Services (CMS).

Norwalk Memorial Home provides a range of services to older adults integrated with a commitment to personal wellness and meeting residents' individual needs. Residents receive skilled nursing care and 24-hour medical supervision by a highly trained staff of nurses and certified resident assistants.

For more information on Norwalk Memorial Home, visit FisherTitus.org/norwalkmemorialhome.



Fisher-Titus Health Connections is a community publication distributed by Fisher-Titus Health. For more information about our services and programs, or to be added to our mailing list, please contact the Marketing & Public Relations Department, Fisher-Titus Medical Center, 272 Benedict Avenue, Norwalk, OH 44857. Call 419-660-2925 or visit fishertitus.org.

Springing ahead

Recently, we “sprang forward” and moved our clocks ahead one hour. While this time change moves an hour of daylight from the morning to the evening, it can negatively affect our bodies.

Moving the time changes our circadian rhythm, which is our 24-hour natural cycle, and can get our internal clock out of whack. In most instances, it can take roughly a week for our bodies to adjust to the time change.

Luckily there are some things you can do to help adjust to the time change including:

- Go to bed and get up at the same time
- Practice good habits before bedtime
- Keep your dinnertime consistent
- Get more light or increase exposure to natural light
- Take a short nap

It’s normal to feel a little “off” when the time changes, but if you wake up day after day feeling “unrefreshed” from your night’s sleep and experience excessive daytime sleepiness, it may be something



you should pay attention to. The Fisher-Titus Sleep Center is committed to diagnosing your sleep disorder and creating a care plan to help give you a more restful sleep. Our sleep center provides services for adults and children ages 3 and older, offering a family-friendly environment complete with an area within the pediatric room for a parent or guardian to sleep.

To learn more, visit [FisherTitus.org/sleep](https://www.fishertitus.org/sleep).