

HRC NEWS & VIEWS

Volume 9, Issue 4

APRIL 2013

EMPLOYEE OF THE QUARTER



Congratulations, to Greg Zoucha HRC Employee of the Quarter!

Greg was nominated by his co-workers as being a

team player that takes his job seriously. He always arrives to report on time, secures his badges, papers and promptly relieves his co-workers. Greg knows the rules and policies. He shows respect to the workers on the night shift. The Youth Security Supervisor Team rely on Greg as the go-to person. He does an outstanding job managing behaviors on the unit. He goes above and beyond by helping LMHPs

run therapy group and consistently helps out his co-workers. He takes charge on the unit and serves as a great advocate for youth at the same time. Greg role models active engagement for all co-workers and volunteers to help with off-campus activities and staff breaks.

Keep up the good work, Greg and thanks for your contributions to the success of HJCDP!

OUT WITH THE OLD, IN WITH THE NEW

"I'm having trouble sleeping", and "my bed is not big enough." These were comments heard by Dr. Zoucha, Supervising Practitioner during his first months at HJCDP. In response, the Improved Sleep Performance Improvement Group was formed and met in November, 2012. The Group quickly identified that the pillows were old

with filling that was next to none. It was also determined that the mattresses were worn and very uncomfortable. The Grand Island Veteran's Home had recently purchased new mattresses, so they loaned several to us so a trial test could be done. They were favorably received by the youth. New bed frames were constructed by Cornhusk-

er State Industries, delivered and set up. The efforts of the PI Group should result in many good night sleeps for years to come!



APRIL IS

- Alcohol Awareness Month
- Cancer Control Month
- Celebrate Diversity Month
- Defeat Diabetes Month
- Keep America Beautiful Month
- National Child Abuse Prevention Month
- National Donate Life Month
- National Garden Month
- National Humor Month
- National Occupational Therapy Month
- Prevention of Animal Cruelty Month
- Stress Awareness Month
- Laugh at Work Week 1-7
- Health Information Privacy and Security Week 17-23
- National Work Zone Safety Awareness Week 22-28
- National Volunteer Week 21-27
- 4/1 April Fool's Day
- 4/15 Income Tax Pay Day
- 4/22 Earth Day
- 4/24 Administrative Professional's Day
- 4/26 Arbor Day Holiday**
- 4/30 National Honesty Day



APRIL MEANS SPRING & CHANGES

BY MARJ COLBURN

Spring is here. I have new plants poking their heads through the ground, the days are warmer, and the dogs are spending more time hanging out in the backyard, trying to decide if they can really get those birds up in the leafless tree. It's a time of renewal and getting energized again.

I can't help but make the comparison between spring and the potential future of HRC. Right now we are starting to see buds of improvement and changes to the facility and the services we provide for the youth. There have been many changes with Dr. Zoucha on board, really focusing on the medical needs of the youth. I see other changes coming down the road in services as we all move into one building – an increased awareness and involvement by all staff, front line or not, in the treatment and services provided to the youth. We've been through a lot of changes, but I'm not sure we are done.

Several staff had the opportunity to listen to the testimony given at the Appropriations Committee hearing about HRC. Kerry Winterer started off the dialogue about many re-

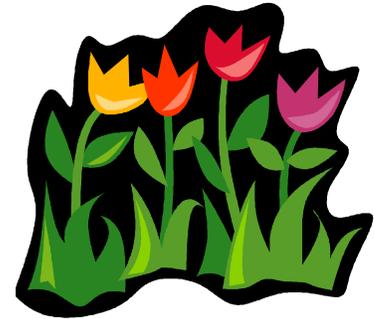
quests for funding from DHHS. Scot Adams took the lead in testifying for the renovations and demolitions to occur at HRC. As always, he was very articulate in our needs and the reasons for the request for funding. Although I did not personally listen to Mayor Power's testimony in favor of the project, it is my understanding that he "hit a homerun" in support of the program (per Scot).

HRC has been contacted by local television for information about the proposed project and the impact to the facility and the community. Joe Patterson from the City Council called, asking for detailed information about how the space in Building #3 might be used and our plans for meeting the needs of the youth. I have had one phone call from a local citizen, stating that it is a shame to destroy all of the old historical buildings out here.

Scot Adams indicated there were two letters of support provided to the Appropriations Committee – one from Catholic Charities and one from Magellan. There was one letter opposing the project from the Nebraska Association of Behavioral Health Organizations, private and

regional providers of services.

I know that we are not at the final approval point in the process, but every ounce of me is very encouraged and excited with the way things are progressing. We will know in the next month if the Unicameral will appropriate the funds. It's been a long time coming, but having a solid plan for our future would be WONDERFUL!



UPGRADE FOR MAGNETIC BADGE SYSTEM BY JEAN LUTHER

The state Department of Administrative Services (DAS) replaced the server sitting in Jean Luther's office

for the magnetic door and badge system in February. The old server was very large, heavy and NOISY. It

also required that a fan redistribute the heat that radiated from the back. Awww... peace and quiet now.

NEWS FROM HOUSEKEEPING

It appears that spring may finally be here! It is nice to see things green up and with the rain, get the dust washed off things. I have been working on getting the tunnel dusted and scrubbed before we get too much rain. I have already filled two-

5 gallon buckets of dirt, concrete and trash from the tunnel and I'm not quite finished. The Housekeepers were on standby when the new beds arrived to get in, when the old ones came out, and before the new ones went in. Just a reminder that

these beds are **very** heavy, so if they need moved please do not drag them down the hall. We will have to figure out the best way to do that so we do not damage our floors. Have a great month!

BIOMETRIC SCREENINGS AT HRC BY CAROLYN BROWN

The Biometric Screening and Consultation will be offered at HRC May 17, 2013 from 7:00 a.m. to 11:00 a.m. in Room 007. This is offered to all employees and their covered spouses (if applicable) who participate in any of the four State of Nebraska health insurance plans.

Through the biometric screenings, you and your spouse (if applicable)

can learn more about your current health status. The process will include height, weight, blood pressure, body mass index, cholesterol testing and a consultation with a health advisor. These screenings have been proven beneficial countless times by finding the hidden symptoms of chronic disease and helping to curb their impact early.

An employee who participates in any of the four State of Nebraska health insurance plans, who wishes to have their free Biometric Screening performed must allow 30-45 minutes for the screening. Scheduling a screening time must be accomplished by visiting the WellnessOptions website at www.wellnessoptions.nebraska.gov

HAPPENINGS IN MAINTENANCE BY CHERI DELAY & GARY PEISIGER

Fingers are crossed for no more snow so the maintenance staff can put away the snow blades and start getting out the mowers as the grass is greening up and the weeds are starting to grow. The new beds for the youth have been installed and the old beds have been hauled

away. Maintenance staff did a great job getting this done in a very well coordinated effort with State Store staff and youth assisting. Jerry and Gary attended two days of Metasys training in Kearney for the new computer operating system installed in the power

plant. If all goes as planned for HRC, this system will someday control all the HVAC in Building 3. Repairs were also made to the high pressure steam system in the kitchen and power plant.

HINTS ON STRESS BY MINDY BLAIR

Feeling stressed? April is Stress Awareness Month. How many of you feel stressed while at work, at home, or just in day-to-day activities due to finances, family, pets, etc? Well, here's the best time to take a look at what stress is and ways to help relieve that stress. To start off, stress is defined as the reaction you have when facing circumstances that force you to act, change, or adjust in a way to keep things balanced. Being stressed happens daily for most people, so

here are a few ways to help relieve stress. Exercising is one way that helps you feel better about yourself whether it be taking a walk or going to a gym for an exercise class. It helps to get rid of some of that negative energy that stress causes and lets your mind be free of that stress. Listening to music, talking to a friend, or laughing can all help reduce stress. One of the easiest ways to de-stress is to remove yourself from the situation for a moment and take nice deep

breaths. If you feel like you're stressed, go to stress.about.com and take the quick quiz about stress and your health.

It will give you a result as to whether you manage your stress well or if you need to look into some stress relievers. A very important tip when it comes to managing stress is to take some time for yourself so that stress does not start affecting your health in a negative way.

WELCOME NEW EMPLOYEES



On April 1st, HRC welcomed three new employees. Jeri Campbell (left) and Shannon Peterson (right)

are Youth Security Supervisor IIs working the afternoon shift. Brian Crouse, LMHP joined the therapeutic services staff.

We hope you will



make them feel welcomed and provide them with any assistance they may need!

Welcome!



PARTICIPATION IN THE HRC HEALTH FAIR BY JEAN LUTHER

Thirty-one staff members participated in the Mary Lanning Lab Health Fair, three more than last year. The cost was \$25 for a Complete Blood Count (CBC) and Complete Metabolic Panel (CMP). The tests included triglycerides, total cholesterol, HDL cholesterol and LDL cholesterol. This is a lot less expensive than having it done at the doctors' offices. They also offered Prostate-specific antigen (PSA), Vitamin D and A1C tests for an additional cost.

PSA is a protein produced by cells of the prostate gland and is a test for

males over 50. Glycated hemoglobin (A1C) is performed to identify the glucose that a red cell is exposed to over a prolonged period of time. The result is reported as an average glucose level for that period of time. It is a test used by doctors to see how well the glucose levels are controlled in diabetics and can also be a diagnosis for diabetes.

Lack of the "sunshine" vitamin has been linked to colon cancer, and studies suggest that vitamin D deficiency may contribute to other can-

cers, as well. Your body makes most of its own vitamin D from the sun's UVB rays (in a complicated process involving your skin, liver, and kidneys), but because you want to avoid too much sun exposure, and foods – even D-fortified ones – may not deliver all you need, a daily vitamin D supplement is good insurance against a shortfall. Take 1,000 international units (IU) of supplemental vitamin D3 (that's the kind your body manufactures from the sun) if you're 60 or younger; 1,200 IU if you're over 60.

HAPPY BIRTHDAY TO VICKI MAULUCCI ON APRIL 27!

WHY YOU SHOULD EAT A HEALTHY DIET SUBMITTED BY TONY MARTIN

Most of us know that we should eat nutritious foods. The question is, why should we eat a healthy diet? It is easy enough to follow a healthful eating regime, unless we give in to temptation too often. There are many simple rules to follow, including avoiding fast foods, prepared foods, desserts and sugary drinks. It is far easier to make healthy selections at home than when we are in restaurants, other people's homes or shopping at convenience stores.

Reasons for eating healthfully
Healthful foods provide the necessary nutrients for our body to create new cells, receive proper vitamins and minerals, and function well every day. Eating healthfully means you will have more energy, be alert and just feel good when feeding your body with fresh foods. According to the Palo Alto Medical Foundation, good nutrition can be the backbone of staving off many unwanted health conditions and diseases.

Benefits of eating vegetables and fruit

Eating lots of leafy greens is a good

part of a healthy diet. Eating lots of colorful produce will help keep your digestive tract healthy, and provide you with nutritious vitamins, minerals and antioxidants. Whether your preference is eating them cooked or raw, you will get many health benefits. Serving veggies with low-fat dips is a great between-meal snack. Eating lots of vegetables and fruits can also help with weight control.

Benefits of low-fat protein

Protein is necessary to keep your bones healthy, your nervous system functioning and to nourish your body's cells. For healthy proteins, look to lean cuts of meat, skinless chicken and turkey breasts, and fish, which also has healthful omega-3 fatty acids. Try some vegetarian proteins to cut out saturated fats; these can also be easy on your budget. Some of these proteins include soy products, as well as legumes like chickpeas, lentils and black beans. A large pot of vegetarian soup filled with beans, brown rice and veggies could cut a nice chunk out of your food bill.

Benefits of high-fiber carbohydrates

Carbohydrates serve us in many ways, nourishing our bodies with minerals, B vitamins and fiber. Dietary fiber can help lower cholesterol, as well as fight heart disease. Processed carbohydrates like white rice, white bread and processed sugar have been robbed of most of their nutrients, so try to stick with the whole-grain versions of bread and pasta, and enjoy brown rice, which you can season with garlic, olive oil, fresh lemon juice and parsley for a delicious treat.

Exercise aids in staying fit

You do not have to look far to see that obesity in the U.S. is on the rise. Kids are enraptured with computers, iPods and cell phones; they are texting instead of riding their bicycles and playing outdoors. Many busy adults do not find the time to cook nutritious meals, so fast foods become a way of life and a path toward poor health. Simply eating fresh foods instead could cut down on many doctor visits.

APRIL IS O.T. MONTH



April is nationally recognized as Occupational Therapy month. The Hastings Regional Center is proud to have Jennifer Bangs, OTD/OTR/L as part of the Program! Jennifer has developed life skills assessments

tailored for adolescents in the program which have been extremely helpful. She brings many ideas that benefit the youth and strengthens their abilities to handle daily skills following discharge.

Thanks, Jen for all you do!



PROFESSIONALS DAY

Today, there are more than 4.1 million secretaries and administrative assistants working in the United States, according to the Department of Labor statistics, and 8.9 million people working in various administrative support roles. The Hastings Regional Center administrative support staff maintain and perform a variety of duties including: payroll, performance monitoring, purchasing supplies, scheduling, credentialing, allowances, policies, etc. that keep the operations of the program organized and running smoothly. Thanks to Carolyn B., Cheri D., Nancy H., Corinne J., Carolyn J., Dolores K., and Peg W. for all you do at HRC!



Back: Cheri D., Dolores K., Carolyn B. Front: Corinne J. and Carolyn J. Unavailable: Nancy H. and Peg W.

HAPPY ANNIVERSARY SUBMITTED BY NANCY KINYOUN

This month represents 10 years since the Health Insurance Portability and Accountability Act (commonly known as HIPAA) was passed by Congress. I remember reading and re-reading the new regulations and wondering how we would ever get everything implemented. But actually, it was a fairly smooth process. There were certainly a lot of new policies to write and implement and staff training to complete, but because of the nature of the work that we do, we have always had excellent privacy and security protections in place.

The intent of the original HIPAA Privacy regulations was to address the portability of health insurance as well as who should have access to protected health information (PHI) with and without patient consent and place limits on the disclosure and use of the PHI. Then came the HIPAA Security regulations which began to address the need to standardize the data so providers and payors could share information

electronically. As technology has changed, all sorts of issues have emerged with regard to protecting an individual's health information. Which web sites are secure? How much information should be shared with friends via social media sites? Who is responsible for that lost laptop or flash drive? Is your provider a member of a health information exchange? Who really has access to your medical information? Could medical identity theft happen to you?

HIPAA regulations have recently been updated, with new requirements set to go into effect in September of this year. I don't foresee a lot of changes for HRC, but will communicate any revisions to policies/procedures as I receive guidance from the Project Management Office in Lincoln.



HIM Staff: Nancy K., Ruth J. and Nancy H. Pam S. unavailable.

I would like to take this opportunity to thank the ladies of the Health Information Management Department for their dedication to ensuring the privacy/security of our clients' health information. Pam Schwabauer, Ruth Jeremias, and Nancy Horsham together have over 92 years of experience working with PHI. In the almost 20 years I have been at HRC it has been my privilege to share this HIPAA journey with them.

KUDOS TO . . . The poster boards provided employees an opportunity to publicly express their gratitude to a coworker for doing something special, having a positive attitude, providing help or any other good deed. The following notes (continued on next page) were posted. The poster boards will continue to be posted with the same intent. Don't fail to let your co-workers who OVER DELIVER know that their efforts have not gone unnoticed!

Mary Lou: For always informing me of any safety issues she comes upon. *Jean*

Ruth K.: For helping day shift for all these months. Being a team player. Always having a smile on her face. Helping the youth with sewing projects, sewing on buttons or working with their crochet projects. We will miss having her on day shift when she returns to nights. *Jane W.*

Lynn: Her commitment to and demonstration of professionalism.

Carolyn B.: Thanks for all of your support when Christine S. is out of her office. It's amazing how we can get things done as a group, instead of going in different directions trying to find the solutions. *CVJ*

CONGRATULATIONS to **GREG ZOUCHA** for Employee of the Quarter. What a way to go! *CVJ*

Housekeeping: The great job they do each day of the week!

Micki: For all her help in my times of need. She never lets myself or the boys down!
Rochelle

Ruth: Hate to see you go back to nights. You are an asset to the youth on days. *Sue*

Dave H.: For always completing tasks I ask of him.
Jean

Carolyn J.: She is always pleasant, has knowledge and graciously keeps everyone in place. Awesome co-worker!
Carolyn B.

Connie: For her incredible, consistent, dependable attn. to detail & solid efforts to show communication at it's finest! Much appreciated! *ML*

Travis & Grant for managing contraband & keeping us all safe!
Marj

Micki: For being the color in the storm and for always being ready to help out if I get swamped. *Robin*

Vickie: She does a good job answering the youth's questions and trying to do what youth want within the rules.

Heather: Her kind sense of humor!
Mary Lou

Peg W.: The all-around incredible job she does!

To **everyone** who goes out 100% every day to make this the great program that it is!
Marj

Chris M.: Team player!! Takes initiative to help. "On the same page" with txmt process. *MLH*

Robin: Sense of humor and realistic perceptions when chaos reigns. *ML*

James: Thank you for your help in Successful Living for the team building exercise of sportsman basketball. We couldn't have done it as well without your help.

Housekeepers: They keep the HR area so clean. We never see them. Kudos for job well done. *C. Brown*

Marnie: Thank you for your help in Successful Living. Connie and I appreciate your calm, direct approach. You can stop by any time!
Thanks, *Robin*

Dr. Zoucha: For joining our team and for being the nice, approachable guy that he is. *Robin*

I totally agree with the comment above!
Jean

Marj: Thanks for coming out on Sunday. Much appreciated!

Robin & Connie

One of the best new staff to our team, **Dr. Zoucha.** Great asset!
Rochelle

Peg: For always being ready to help out if needed.
Robin

To the Coaches!!! What a group of team players. They are always willing to step up to the plate. I think I have asked just about everyone to be flexible with their schedule. If I haven't already called on you, don't think you are out of the woods yet, your day will come. I would like to take this time to say **THANKS** to each and every one of you. *CVJ*

Heather: Always willing to help solve whatever problem comes along. Great team leader!! *Micki*
I concur! *Robin*
I'll triple that! *Peg*

THE RULES OF THE WORKPLACE JUNGLE GYM BY ELSABETH OF VALUES COACH INC.

I'm Elisabeth, the social media strategist at Values Coach Inc. Joe Tye has given me the opportunity to write today's Spark Plug.

Yesterday, I found this quote in *The Twelve Core Action Values* workbook and immediately thought of children playing. I started to wonder what would happen if people approached work and their co-workers with the same passion children have on the playground. In the time I've spent at Values Coach, Joe and his team have helped me "learn the ropes" around the office. I'd like to share what I've learned with you. With any luck, these rules might make their way into your office or meeting room.

The 5 Rules of the Workplace Jungle Gym:

Be optimistic and imaginative. Positive attitudes turn metal and rope into spaceships, secret tunnels and sorcerer's lairs. Imagine what just a little creativity would do for your workplace.

Don't walk—RUN! Don't be intimidated by obstacles. If (and most

likely when) you fall, your friends will be there to help you up.

Keep smiling - it's contagious, you know. Think of that one person (perhaps a boss or coworker) that no one can please. What would happen if everyone in the workplace had a positive attitude except that one person?

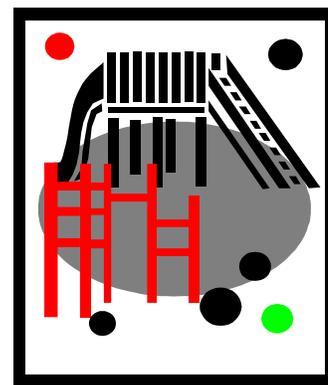
Get your team together. There are people in the workplace that know how to do things better than you, so seek them out! The workplace—like a jungle gym—is a collaborative environment. Ask that person for help and there is a very good chance they will return the favor by calling on your talents and experience.

Don't back down. So many times, we doubt our ability. But just think; how much fun would a real jungle gym be if no one had the courage to jump, reach, or climb? Success follows courage.

Of course, we aren't children and our workplace generates more responsibility and pressure than any jungle gym. But sometimes these

analogies are just enough to change our outlook and shape the workplace into an innovative, fun environment. At Values Coach, we provide you and your organization with tools and strategies that have the potential to impact every part of your life.

Joe often ends his Spark Plugs articles with a call to action over the weekend. This weekend, I invite you to spend some quality time with a young person in your life. Take them to the jungle gym, or just let them read you their favorite story. What can you learn from how they see the world?



KUDOS TO . . . CONTINUED.....

Connie: For being a great co-worker & group leader in Successful Living. *Robin*

Heather: Thanks for your leadership & support. *TM*

Steve B.: For all his help on the weekends! *Grant*

Dan F.: For the humor and the candy!

Steve & Dean:
Thanks for getting my washer to drain! *Mary Ann*

Greg Z.: He's always willing to help our group and is a great worker with the youth, lot of respect there! *Rochelle*

Missing **Ruth's** smiling face, sense of humor, calm and good sense. *Kathy*

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

YOU'RE A WINNER

We used the new DVD on HIV and AIDS that Terry and Sandra worked so hard to obtain for me and it worked perfectly. I really appreciate all the time you spent watching defective DVDs and dealing with the company until we finally got a good copy. Thanks so very much.

Pat



Drop leaf, oak dining room table, two leaves, no chairs. \$150. Call Marj, 3166.



DO YOU SEE THE DANGER OF THE BENEFIT? BY RON CULBERSON, MSW, CSP

I was unpacking my suitcase in a hotel recently while watching The Ellen Show. I like Ellen DeGeneres. She finds funny in everything. During one of the commercial breaks, there was an ad for a particular medication that I won't name - to protect them and me! Let's simply call it "Our Medicine." I don't usually pay attention to pharmaceutical ads but this one jumped out at me.

The first 20 seconds of the ad were about the pain and difficulty of, well, pain. Then, the narrator took seven seconds to say, "Our medicine can help. Our medicine treats pain." After that, and I've edited this down quite a bit, the narrator spent the remainder of the one-minute ad rapidly listing the following warnings.

Call your doctor if symptoms worsens, or if you experience unusual behaviors or thoughts of suicide. Our medicine can increase these behaviors in children, teens, and young adults.

Our medicine is not approved for those under 18.

Taking our medicine with pain relievers, aspirin, or blood thinners may increase bleeding risk.

Severe liver problems, some fatal, have been reported.

Talk to your doctor if you have high fever, stiff muscles, or confusion which might indicate a possible life-threatening condition.

Dizziness or fainting may occur up-

on standing.

Side effects include nausea, dry mouth, and constipation.

Pain hurts. Our medicine can help pain.

Now I know why I never paid attention to pharmaceutical advertisements. This was downright scary. And what's worse, the narrator spent all but seven seconds talking about pain, the effects of pain, and the side effects of a medication that might actually kill you. The focus was all wrong. Why couldn't this ad focus on the positive benefits of the medication and then add a simple disclaimer at the end that said, "You must see a doctor before taking Our Medicine?"

These kinds of disclaimers are common and while I'm sure there are some very good reasons for explaining the potential dangers (see government regulations and lawsuits), it's no way to promote a beneficial medication.

But here's the irony. We do this in life all the time. We focus on the "dangers" of a situation and decide to avoid it rather than face the risks. And if we do this regularly, we'll miss a lot of the potential that life has to offer. Someone once said that nothing good comes without risk. For instance,

If I only saw the *danger* of flying, I'd never get to enjoy the the streets of

Paris like I did two weeks ago.

If I only saw the *danger* of motorcycling, I'd never get to feel the warmth of the sunshine or the smell of a cow pasture as I ride my Harley down a beautiful country road.

If I only saw the *danger* of relationships, I'd never get to date someone who would become my wife and best friend.

If I only saw the *danger* of starting a business, I'd never get to be my own boss, become an author, or speak to audiences all over the world.

See how this works?

In the day-to-day experience of a rich life, we all face a certain amount of risk or danger. It's just part of seeking something worthwhile and many times the benefits far outweigh the risks.

So, the next time you find yourself facing a new situation and you're presented with all the dangers, look beyond them for the potential benefits. If you go into every situation with your eyes open, assume a few risks, and take responsibility for the outcome, you'll be amazed at how few side effects there really are!