

# HRC NEWS & VIEWS

Volume 8 Issue 2

February 2012

## EMPLOYEE OF THE QUARTER

We are pleased to share in the recent announcement of Micki Schamens as Employee of the Quarter for January, February and March 2012! Congratulations, Micki!

Micki currently serves as the Case Manager for HJCDP and has contributed to the success of the Hastings Regional Center for 19 years. She was nominated by a co-worker with the following comments: "Micki plays an important role in the successful discharge of youth from our program. She helps with arrangements for their home visits and for trans-

portation for families for therapy sessions. She is a co-leader for Corrective Thinking and helps youth understand those principles. She's often asked to fill in for others, so she wears lots of hats and does it well. Her job is stressful and sometimes frustrating, but Micki is always pleasant and manages it all with a smile."

Micki was presented with a framed certificate, \$20.00 Chamber Bucks, her personal designated parking place for the quarter and her photo displayed in the foyer of Building 3 and 5 to recognize this honor.



We applaud you, Micki!

## SUBMIT YOUR NOMINATIONS

All employees are encouraged and welcome to submit a nomination for HRC Employee of the Quarter.

Nomination forms, titled Employee of Quarter

Form\_04, can be found on the Shared drive in the folder Forms. Completed forms should be submitted to Pam Schwabauer, Chairman of the Employee Recognition Committee in Building 5.

The Employee of the Quarter award is a way to acknowledge the extraordinary work performance and achievement of HRC employees.

Thank you!

## FEBRUARY OBSERVANCES

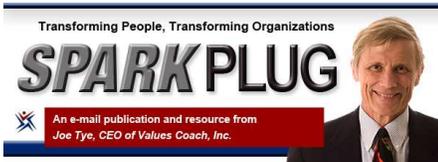
- African-American History Month
- Bake for Family Fun Month
- Bird Feeding Month
- Boost Self-Esteem Month
- Chocolate Month
- Dental Month
- Expect Success Month
- Laugh-Friendly Month
- Library Lovers Month
- Responsible Pet Owner Month
- Weddings Month
- Wise Health Consumer Month
- Celebration of Love Week – 2<sup>nd</sup> Week
- Hospitalized Veterans – National Salute – 2<sup>nd</sup> Week
- Friendship Week – 3<sup>rd</sup> Week
- Love Your Pet Week – 3<sup>rd</sup> Week
- Random Acts of Kindness Week – 3<sup>rd</sup> Week
- Pancake Week – 4th Week
- World Cancer Day 2/4
- Super Bowl XLVI 2/5
- Valentine's Day 2/14
- Presidents Day 2/20
- Love Your Pet Day 2/20
- Leap Year Day 2/29

Locate the heart inside this issue to win a healthy prize! Notify Corinne through email by 2/14/12!



# MAKE MEANINGFUL WORK

BY MARJ COLBURN



This month I am going to share an article written by Joe Tye, Values Coach trainer. Joe was the primary trainer at the Values Coach Training that Heather and I were fortunate enough to attend last summer. During 2012 Heather and I will be working towards bringing some of the Values Coach training to staff. Each week Joe sends an email of situations he has experienced and other thoughts. The following is a segment of his email from January 24, 2012.

"I was recently at the annual meeting of the North Central Montana Hospital Association. My good friend Todd Linden, CEO of Grinnell Regional Medical Center, was also a speaker. He showed a slide that really struck me - a formula for creating meaningful work:

(Talent+Skills+Interests) + (Mission+Values) x (Shared Vision) = Meaningful Work

The first clause - talent + skills + interests - represents what the individual brings to the table. It's that sweet spot of work where you have a natural talent and a cultivated skill for work that is inherently motivating.

The second clause is what the workplace brings to the table - a mission that inspires you in an organization whose values

you are proud to share.

And the multiplier effect is being part of an organization where everyone is inspired by a commonly-shared vision - creating a total healing environment in a hospital, creating the world's coolest video game in a garage start-up, a mission to Haiti with the church, or building the most successful insurance or real estate agency in town.

I hope you noticed the most important factor in this equation: virtually every element is up to the individual - the organization cannot make the work meaningful. You as a person bring your skills and talents and interests to the job; you buy in (or not) to the mission and values of the organization; and you join in (or not) with coworkers in making a commitment to the shared vision of the future to which you all aspire (and for which you are willing to work).

I'm reminded of my favorite scene from the movie *Cool Hand Luke* (one of Paul Newman's most enduring roles). Luke and his fellow chain gang prisoners are out shoveling hot asphalt under a blistering sun. Boss Man keeps hollering at them to hurry up. Finally, Luke says "Boss Man wants speed, boys, let's show him some speed." He hollers "Hee-Yaw!"

and starts shoveling like a man possessed. The other prisoners capture the spirit and shovel like wild men, trying to keep up with Luke.

They finish the road two hours early - two hours before the truck is due to take them back to the prison, where they have more work to do. One of the other guys says "What do we do now, Luke?" Luke just leans back on his shovel, smiles a big smile, looks up at the sun and says "Nothin'!"

What just happened there? One minute you had a bunch of miserable in chains being forced to do odious work, and thirty seconds later they were playing a game. *The work did not change - the men changed their attitude about the work.*

Even on your worst day on the job, I doubt you were more miserable than were Cool Hand Luke and his fellow prisoners out there on that steaming, stinking road. If they can turn *that* work into a game, what can you and your coworkers do to transform your "jobs" into meaningful work?

And if every worker in every job in the country had that attitude ("I'm having great fun at this job - keep up with me if you can"), the jobs crisis, the economic crisis - even the healthcare crisis - would be a whole lot more manageable."

*"One minute you had a bunch of miserable in chains being forced to odious work, and thirty seconds later they were playing a game."*

## NEW EMPLOYEE ORIENTATION

BY MARJ COLBURN

You're going to see some changes in the way New Employee Orientation is managed. First of all, Beth Bartell will be back on campus the first day of each NEO to present the DHHS segment of training. This is an overview of many policies and processes (like NIS) that new employees need to know. The afternoon session is new training related to Customer Service in the workplace. At some point, all employees will be required to participate in this training activity.

For the second and third day of NEO, HRC staff and management will do presentations. This approach will provide the new em-

ployees more exposure to the people they will be working with in HJCDP. Grant Johnson is the lead person on managing this training and getting everyone lined up to present information. It is hoped he will be able to develop a standardized schedule of training, so each time NEO rolls around each of the presenters knows exactly what and when they are to be working with the new staff.

The first NEO under this new process is scheduled for February 6<sup>th</sup>. Individual presenters may be asking the group of new employees for feedback on their training and suggestions for improvement.

## NEW EMPLOYEES



Debbie Kramer joins HJCDP as a Youth Security Specialist II on the afternoon shift.



Sufian Kalil joined HJCDP on February 6 as a Youth Security Specialist II on the afternoon shift.

Please welcome Debbie and Sufian to HRC!

## HOUSEKEEPING UPDATE BY MARY ANN KOCH

Housekeeping joined in the holiday spirit by attending the Managers Holiday Party where we enjoyed all the treats. We entered the chili cook off this year with our version of Dust Bunny Chili which earned us 2<sup>nd</sup> place! Not bad for our first try. We enjoyed the activity with the boys, and they seemed to like it as well. The end of the year brought a time to count our blessings, professionally and privately.

The new year always puts me in the

mind to get so much done, until I realize that it can't all be done at once. We are making arrangements to get some office floors refinished in Building 3. These are busy areas and will require careful planning and cooperation. We are also in our 2<sup>nd</sup> month of our new laundry delivery schedule. There are obvious bugs to get worked out, and challenges to have enough laundry to last for a week. I think that everyone is doing their best. Hoping we can

get through another month without the traditional Nebraska winter.

## FROM THE KITCHEN BY MINDY BLAIR

Wow! Time flies when you're having fun. Here we are at the end of January and hoping everyone has had a great start to the New Year! January was National Diet Month. Did anyone set a resolution to eat healthier or exercise more? The Nutrition Services Department challenges you to incorporate more

exercise as well as healthier food options into your diet. This can be easily done by setting reasonable goals that can be met quickly as well as making it a lifestyle change. We encourage you to get a group of friends to exercise with or take up healthy cooking classes. The internet also has many helpful re-

sources to find recipes, cooking tips, and exercise advice on easing into a new workout routine. So here's to a "Happy & Healthy You" in 2012!

## GOODBYE PAPER BY NANCY KINYOUN

The Regional Centers (NRC, LRC, HRC) will be implementing a new scanning system within the next few weeks. This system will help the facilities move that much closer to a truly electronic medical record. Documents currently filed in the paper chart which are not already part of Avatar will be scanned by Health Information Management staff at the time of the client's discharge from HJCDP – after all signatures and dictation have been completed. Once scanned, these documents will become part of the client's electronic medical record and may be viewed online by authorized users. Representatives from

each facility will be meeting to propose revisions to the current DHHS Retention Schedule which



Image FORMULA scanner located in HIM

will address how long the paper record must be retained after it has been scanned. The days of the paper record are slowly coming to a close and one day all documentation may be done online. The future Health Information Management Department will look and function much different than it does today.

## DEFEND AGAINST DIABETES WITH HEALTHY CHANGES

Now that the holidays are over and a new year is here, it's a perfect time to focus on healthy eating. Whether young or old, healthy eating can make a real difference in the way you feel today as well as your health in years to come.

Making healthy changes to your diet is a great way to defend against type 2 diabetes, as well as heart disease, stroke, and some cancers. The [DHHS Diabetes Prevention and Control Program](#) started a statewide campaign called Defend Against Diabetes to educate people on their risk and on ways to prevent type 2 diabetes. You can go to [www.defendagainstdiabetes.ne.gov](http://www.defendagainstdiabetes.ne.gov) and take the diabetes risk assessment test, learn ways to defend against diabetes, get some great recipes, and even listen to some music to get you moving!

Whether you are at high or low risk for diabetes, here are some healthy eating tips to get you started:

- ◆ **Eat more fruits and veggies.** Make half your plate fruits and vegetables. Selecting a colorful variety of fruits and veggies is a key to healthy eating since they are naturally low in fat and high in vitamins and minerals.
- ◆ **Drink water instead of sugary drinks.** Drinking too many sugary beverages (soda, energy drinks, sports drinks, sugar-sweetened juice drinks, etc.) can add too many calories, leading to weight gain and increasing the risk of diabetes. It takes walking 1.3 miles to burn off just one serving of a sugar-loaded beverage.
- ◆ **Avoid oversized portions.** Check the labels on what you are eating and drinking to see how many calories

are in each serving. Cut back on those high-calorie items or decrease your portion. Eat off a smaller plate or split your meal in half at a restaurant and take the rest home. You can even use your own hand to help determine portion sizes. To see how a hand can help you with portion sizes, go to:

<http://www.learningaboutdiabetes.org/downloads/PortionSizesEN.pdf>

It's a new year and a great time to take the small steps that can lead to great rewards for your health. Best wishes for a happy and healthy 2012!

Joann Schaefer MD

Chief Medical Officer, State of Nebraska  
Director, Division of Public Health  
Health and Human Services

# YOU'RE A WINNER!

- ! "Kudos" to Grant Johnson for his assistance January 3-6, 2012 with getting incident reports over to the PI/RM office in a very timely manner and for his assistance in providing special Mandt documentation requested by a past employee. His assistance was greatly appreciated!
- ! Special thanks to State Store staff for gassing up the Building 5 car on a very frigid day so one of our therapists had a full tank the next day to travel out of town with one of our youth.

- ! Special thanks to Terry Blum for being willing to assist with TV/VCR/DVD issues when they arise on campus.
- ! The entry to Building 3 is appealing thanks to Peg & Jean who create window displays and flower pots of greenery and plants.
- ! Mindy Blair's persistence lead to finding entries that weren't made in 2011. It helped recoup over \$80,000 in cost for the Nutrition Services Department.
- ! Thanks to Jean Luther's organi-

zation of registrations and conducting blood draws for the MLMH Health Fair, she saves HRC employees money and time!

This is a new feature in HRC News & Views. It is an opportunity for employees to share their appreciation with a co-worker for helping out or completing a task with a written note of thanks in the YOU'RE A WINNER column. Employees are welcome to send an email or handwritten note to Corinne Jensen of what the praise is for and who is receiving it. All appropriate notes received will be published in News & Views.

## 2012 MLMH HEALTH FAIR BY JEAN LUTHER

There are 28 staff members registered this year for the Mary Lanning Memorial Healthcare Lab Health Fair, the same number as last year. The cost was \$25 for a Complete Blood Count (CBC) and Complete Metabolic Panel (CMP). The tests include triglycerides, total cholesterol, HDL cholesterol and LDL cholesterol. This is a lot less expensive than having it done at the doctors' office. They also offered Prostate-specific antigen (PSA) and an 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 dia-

betes.

If you did not take advantage of this opportunity at HRC this year, you can still participate in the Health Fair in March at the Adams County Fairgrounds.

## SUCCESS REPORT RECOGNIZED BY DIRECTOR

On January 23rd, Marj Colburn received a letter with the following comments from Scot Adams, Director of Behavioral Health.

Dear Marj:

I read the Quarterly HRC Success Report you sent me on January 13, 2012. Very, very impressive. It is a wonderful compilation of the total

environment—the young men, staff, budget, facility, program outcomes, and more. The pride and the attitude come through loud and clear. Hastings Regional Center is a great place.

Thanking you for being an essential element of our mission to help people lead better lives, I am. P.S.

Please pass this note along to other staff as I will share it with the Governor and his staff. Scot L. Adams, Ph.D., Director



## HOW MUCH DO YOU KNOW

BY CAROLYN BROWN

Here is a quiz to test your knowledge of some common terms, acronyms and procedures followed at HRC. Submit your answers to Corinne Jensen by February 14 and entries received with all questions answered correctly will be entered in a drawing for a prize!

1. **What does HJCDP stand for?**
2. **What is HIM?**
3. **What is PPE?**
4. **Who is responsible for Infection Control at HRC?**
5. **Where would you find procedures to follow when utilities to the facility may be out for an extended period of time or during an emergency or disaster?**
6. **Where are the Master Material Safety Data Sheets kept at?**
7. **What does MSDS stand for?**
8. **What information is kept in the MSDS Notebook?**
9. **Where is the AED and nebulizer for asthma attacks kept at?**
10. **What does LMHP stand for?**

**Good luck!**

Let's say you're going to a party, so you pull out some pocket change and buy a little greeting card that plays "Happy Birthday" when it's opened. After the party, someone casually tosses the card into the trash, throwing away more computer power than existed in the entire world before 1950.

## AN EXERCISE FROM HEALTH & WELLNESS COMMITTEE

BY PAM SCHWABAUER

In 2012, the Health and Wellness Committee will begin to include articles in the HRC News and Views.

Since February is a month when we think about losing weight and exercising our bodies, we tend to forget about the most important organ that makes it possible for the things we do...THE BRAIN. In recent years, studies have been completed which indicate that since the brain is a muscle, it also needs exercise to keep "in shape". Brain exercises help us with such processes as memory, recollection, problem solving, etc., which are issues we will have to deal with as we age. Just like our bodies, our brain suffers from lack of exercise.

The Committee will offer "Brain Fitness" projects, such as brain teaser puzzles, problem solving

questions, and fun games to help keep our brains from getting "out of shape". A prize will be awarded to one lucky person whose name is drawn from the group of entries with all questions answered correctly!

We hope you enjoy this month's "Brain Fitness" exercise!

Submit your answers to the questions below in the correct order to Pam Schwabauer by email or campus mail by February 14.

1. **Which Easter candy is the most popular?**
  - A. Jelly beans
  - B. Chocolate eggs
  - C. Marshmallow peeps
2. **Which state has the longest coast line?**
  - A. California

## MAINTENANCE NEWS

BY CHERI DELAY

Gary and the maintenance crew have continued to remain busy throughout December and January. With the wonderful weather we have been having, maintenance staff were able to remove a dead tree that was down and replace a marker that had been disturbed in the cemetery. Two other dead trees were taken down and removed from outside Building 5. The new fire doors have been installed in Building 3, and maintenance staff will begin repainting the hall on 81 South. Two of the offices on the main floor in Building 3 will be carpeted to eliminate a problem with old asbestos floor tiles. Human Resources has requested to relocate some of their offices, and this has been scheduled to begin in February.

B. Michigan

C. Alaska

3. **Which animal was the first to go into space?**

A. Mouse

B. Dog

C. Monkey

4. **Which UN- Secretary-General came first?**

A. Boutros Boutros Ghali

B. Dag Hammarskjold

C. Kurt Waldheim

5. **Which movie was the longest?**

A. The Ten Commandments

B. Roots

C. Godfather

6. **Which took the longest to build?**

A. Disney World

B. The White House

C. Golden Gate Bridge

**CRAZIN SPREAD** *from the kitchen of Mary Ann Koch*

This was served at the Employee Holiday Party and was requested by many to be published!

- 1 package cream cheese
- 8 teaspoons frozen orange juice concentrate
- ½ cup pecans
- ½ package Craisins

You have a lot of room to play with this recipe. More orange juice, more pecans, more Craisins, whatever!

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- |                               |                    |
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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



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**SPECIAL TREATS**

Do you need a sweet treat for your Valentine? The PVC youth will have some special items for sale, even treats for your dog. After all, who loves you more! Sales start on February 8. Time to be announced!

If you have any "dog" themed cookie cutters you would like to donate, we'll take them!



This is all the snow that fell in Hastings during the month of January!

T'was the month after Christmas, and all through the house, nothing would fit me, not even a blouse. The cookies I'd nibbled, the eggnog I had to taste, at the holiday parties had gone to my waist.

When I got on the scales there arose such a number! When I walked to the store (less a walk than a lumber), I'd remember the marvelous meals I'd prepared, the gravies and sauces and beef nicely rared.

The bread and the cheese, and the way I'd never said, "No thank you, please." As I dressed myself in my husband's old shirt, and prepared once again to do battle with dirt, I said to myself, as only I can, "You can't spend a winter disguised as a man!"

So, away with the last of the sour cream dip. Get ride of the fruit cake, every cracker and chip. Every last bit of food that I like must be banished, 'til all the additional ounces have vanished.

I won't have a cookie—not even a lick. I'll want only to chew on a long celery stick. I won't have hot biscuits, or corn bread, or pie, I'll munch on a carrot and quietly cry.

I'm hungry, I'm lonesome, and life is a bore, But isn't that what January is for? Unable to giggle, no longer a riot. Happy New Year to all and to all a good diet!

Author Unknown  
Compliments of RTA

**HUMAN RESOURCES HIGHLIGHTS**

BY CAROLYN BROWN

The Human Resource Offices will be moving from our current area to the former Staff Development office area soon. This will make us more accessible to the staff. The date of the move has not been set yet. We will keep you posted.

Hastings Regional Center will be one of the cities for the Biometric Testing. There will be more information coming out to you at a later date.

It is very important that each employee check their emails at least 2-3 times a week. Don't take the chance of missing some important information or deadlines. It is your responsibility!

Employees who elected to receive their W-2 electronically may now access and print it on-line. Employees who did not elect to receive their W-2 electronically will not be able to review their 2011 W-2 on-line yet. Printed W-2's will be mailed out after January 26th. After February 1st, all employees will be able to print current and prior year W-2's on-line.

If you have any questions about accessing your W-2, please direct your questions to your assigned HR Payroll Representative, Christine Silvey at 402-471-4629.