

HRC NEWS & VIEWS

Volume 10, Issue 9

OCTOBER 2014

MEMORIAL GARDEN BY CORINNE JENSEN

On September 26th a moment of silence was held to honor people who lived and died in state psychiatric institutions. Employees paused from their work to honor those buried at the HRC cemetery.

Although the memorial ceremony was held at the Lincoln Regional Center Calvert Street Cemetery, it did not deter HRC employees from taking pride in its memorial garden at the cemetery on campus. After pulling weeds, the area received some bark, rocks and trellis to make the area inviting.

Thanks to the staff who took time from their regular assigned duties to help. This memorial garden looks great!



Back row: Steve F., Travis H., Greg Z., Chris R., Bryce B., Gary P.
Front row: Grant J. and Heather S.



OCTOBER IS

- Apple Month
- Bullying Prevention Month
- Chili Month
- Popcorn Poppin' Month
- Substance Abuse Prevention Month
- Food Service Week 6-12
- Save for Retirement Week 19—25
- Stop Bullying Day: 8th
- World Homeless Day: 10th
- Columbus Day: 12th
- Grouch Day: 15th
- Boss's Day: 16th
- Sweetest Day: 18th
- Clean Your Virtual Desktop Day: 20th
- Make a Difference Day: 25th
- Forgiveness Day: 25th
- Cranky Co-workers Day: 27th
- Cat Day: 29th
- Candy Corn Day: 30th
- Halloween: 31st





WHAT'S HAPPENING THIS FALL?

BY MARJ COLBURN

HRC is still busy with architects and others to develop plans for the renovations to Building #3. Meetings have been held recently in Lincoln and here at HRC to look at plans, make adjustments for our needs, and work towards finalizing the plans. The architects are still planning on a spring start for the actual construction work.

On October 7th staff from Corrections, the Corrections architectural firm, our architects, Scot Adams, the Mayor and hopefully Senator Seiler were on campus to discuss the plans for the 200 bed facility proposed to be on the HRC campus. A tour of the campus and a walk-through of the buildings available for Corrections took place. The report regarding the proposal to renovate on the HRC campus is due to the Governor in mid-December.

The moment of silence related to the Cemetery Remembrance ceremony was held on Friday September 26th at 1:00 PM. There was no actual service at the HRC cemetery this year at the request of the consumer advocate. The cemetery was cleaned up in the event that former patients or staff might visit on that date. The young man working towards his Eagle Scout award has finished his work out there. Each stone has an area cleared around it to make it more visible, and a coat of white paint on each stone makes the numbers very readable. Staff worked on the Meditation area to remove weeds and some of the plants and bushes that didn't make it. Many bags of mulch were put down with plastic underneath to help keep the weeds down. A few bags of white rock were added to the area as well. It really looks nice out there presently. If you haven't

had a chance to walk out and see it, it is worth the trip.

We are glad to announce the addition of two therapists to our therapy team. Taylor Kindig and Kris Horton both started on September 29th. We are also glad to announce the successful recruitment of a full-time Psychologist to the program. Dr. Lisa Buchta who started on October 6th, joining us from YRTC-Kearney. Two LADAC positions were also created and recruitment and filling of those positions continues at the time of this writing. At this point we have a full component of therapy services available. This process has taken a lot of HR time and interview time by several staff, and I would like to thank them for the extra time and effort in getting this significant need in the program addressed.

As we have new people on board, we are going to make a concerted effort to follow the chain of command with issues that come up. We've had lots of people covering a lot of bases with our shortage. Dr. Buchta will be the supervisor for all of the therapists and LADACs. If she is uncertain how to address their concerns, she will be in consult with Dr. Judson to be sure appropriate and existing processes are followed. Dr. Judson will be providing an intensive training for all members of the therapy team and the Psychologist, wanting to make sure the transition is as seamless as possible and continues to meet the needs of the youth and the program. Feel free to be helpful to our new staff with day-to-day concerns, but concerns about therapy, the program and other treatment issues need to be addressed by Dr. Buchta and Dr. Judson.

We are looking at the second week in October to start bringing in two or more youth a week to get our census back up to where it was prior to our therapist shortage. Again, we have had many staff finding things to do to keep themselves occupied when our numbers were low. We will all be getting busy again with our specific duties within the program, working within ratios and seeing more activity. This is usually a stressful time as we shift gears and get back to doing business as we did before the census fell so low. We will need to work together and support each other as services and census go up again toward where we were last spring. The youth we serve will always be our priority.

Don't forget your flu shot this month. There are lots of giveaways associated with the flu shot clinics this year. The Joint Commission is interested in the percentage of staff receiving the flu shot, either here or elsewhere, so help us keep those numbers up again this year.

Thanks to everyone for all the extra work and effort that many of you have undertaken recently, both related to the therapist shortage and related to the drop in census. I know lots of additional training and projects that needed to be done were managed during this time. I appreciate the ability of all staff to be flexible and work together to keep things moving for the youth in the program, and for keeping the campus looking like we are still here and care about our surroundings. Thanks again!

SEPTEMBER GOOD CATCH AWARD

The September Good Catch award was related to Performance Improvement/Risk Management. Staff were asked to read through a pamphlet, and then take a test to be registered for a prize, which everyone who entered received.

Entered were:

JoAnn Stromer Paula Thompson
 Peg Mohlman Drew Scott
 Shannon Peterson Brett Hopkins
 Randy Torske Judy Kussman

Pam Schwabauer Carolyn Johnson
 Micki Schamens Robin Adams
 Linda Weber Kay Evans
 Connie Johnson Ruth Jeremias
 James Schulte Heather Sidders
 Josh Albrecht Corinne Jensen
 Jean Luther Cheri Delay
 Grant Johnson Kennie Conway
 Jane Wells Ruth Kaiser
 Jeri Campbell Carol Vian
 Travis Harms Henry Potts

Dean Stromer Steve Breault
 Dianne Powell Kathi Johnson
 LeeAnn Schutte Betty Hert
 Sue Callan Pam Sawicki
 Pat Adrian Teresa Wynn
 Mark Blankenship Kathy Stack
 Tami Buscher Donna Rodriguez
 Tracy Polage Chris Rockwood

Thanks for participating!

HUMAN RESOURCES NEWS BY CAROLYN BROWN

We would like to remind you that you can go into Employee Work Center (EWC) and update your own direct deposit information, address and other personal information online whenever you need to. This is available at <http://link.ne.gov>. You need your user ID and password to access some of the applications on the website. Simply go into the EWC and click on "All About Me".

To change your direct deposit, just click on Pay and make your changes. Remember it takes 8 to 10 days prior to pay day for it to take effect. You can go into personal infor-

mation and change your legal name (requires documentation), emergency contacts, marital status, address and phone numbers. You can also view your information regarding your job, position, service dates, compensation and other info.

You can make changes to your beneficiaries, dependents and initiate benefit status changes through the Benefit icon.

It is very important that you make sure your information is accurate and up-to-date so take advantage of this benefit and check your infor-

mation on EWC.

Your payroll contact person is Pam Bretos at 402-471-9141.

Congratulations to Randy Coil. Since mid-April until in early September, Randy rode his bike a total of 1000 miles. If the weather holds up, he hopes to have 1100 miles ridden by mid-October. What a great accomplishment, Randy!



DISASTER DRILL REVIEW AND TRAINING BY JEAN LUTHER

The drill held last month was a good learning tool for the entire facility. Regardless of how the drill played out, we discovered a lot from this experience and a lot of suggestions were given for improvement. So where do we go from here?

A Power Point has been created and mandatory training will be pre-

sented to ALL staff during the month of October. It is important for all staff to know their roles during a disaster and how they can effectively respond.

After the training for all staff, the Youth Security Supervisors will receive additional training on setting up an Incident Command. Then we will perform the drill again.

Based on the evaluation of the next drill, the planning group will determine if there needs to be additional staff training and another drill. You can look forward to more drills than you have seen in the past to keep us on our toes in the event of a disaster.

NEWS FROM HOUSEKEEPING BY MARY ANN KOCH & CHERI DELAY

Welcome fall! Hopefully we will have a fall and not air conditioning one day and heat the next! Due to the wet summer that we had we had a couple of rains that flooded the building over weekends. The worst area is the south entry, a big thank you to the kitchen and night staff who did a great job curbing and picking up the water. Sand bags were added to the outside of the building to detour the water from the doors, and we worked out some bugs on where to put equip-

ment so everyone has access to it. I came out on two occasions and picked up the soaked mats, mopped up, dried out the floor and put down dry mats.

The Housekeepers have been working on the vacant ends of the unit doing deep cleaning, waxing and whatever needs done. The offices on second floor were completed and ready to welcome our new staff, and we are working on an office on first floor for a new position. The girls enjoyed the tailgate

party, said there was great food! We have also attended several training sessions that have been very interesting, and a nice change of pace for us.

Carmen is Grandma again. Her son and wife welcomed Colton Donald to their family on September 25, congratulations to all! Donna and Korena will be recognized for 35 years of service this year in Grand Island, congratulations to them also.

KITCHEN NEWS BY JEAN LUTHER & CHERI DELAY

Did you know the new wave of cooking is induction heat? The state has surplus items that are offered to other facilities. One of those items was an induction stove. You would have a hard time identifying this piece of equipment as a stove. It is much smaller with only two cooking spots and no oven. When I first saw it I was reminded of the old days in the laboratory when we had a small burner to cook blood agar plates used to identify bacteria.

Induction cooking is different than the normal cooktop stove. I could give you the dictionary definition of

this type of cooking but what it boils down to is cooking with a magnetic field. Therefore the pots must be able to hold a magnet in order to transfer the magnetic forces and heat the contents. The new kitchen will not have any stove burners. Some of the cooking may be done on this small induction heating equipment.

We recently had an inspection in the kitchen for our Child Care license and passed with only a few minor issues that have been addressed. It seems inspections come around way too often but that's

because there are several different agencies that inspect here, including Joint Commission, DHHS food establishment permit and the Child Care Licensing Agency. We don't always know when they will be here. Great job everyone.

We're getting excited to see the final plans for the new kitchen in this building. There have been some initial plans but as with all plans they keep changing. Hopefully we'll get the final version soon and construction won't be too far behind.

WELCOME NEW EMPLOYEES



Taylor Kindig



Daniel Buller



Kris Horton



Catelyn Haller



Lisa Buchta



IN THE SPOTLIGHT BY GRANT JOHNSON

This month I got the pleasure to sit down with one of the hardest working employees at HRC, Pam Sawicki. Everyone knows Pam as the champion of admissions and the go-to person when something needs done. Pam has worked at HRC for 6 years and before she came here she worked for AT&T wireless in Dallas Texas. Pam originally was hired to work the afternoon shift and tried 3 times unsuccessfully to transfer to day shift. On the fourth try Pam finally had enough seniority to transfer to day shift and she stated that was one of her happiest memories at HRC. Pam describes her typical day as coming to work and keeping busy with working with the youth, admissions or in the PVC area. Pam has recently started helping Josh with some PVC invoices for expenditures and helping with the hand washing training for staff.



Pam has developed into the go-to person for admissions in the past

few years and she does an excellent job at getting youth oriented to the program and where they need to go when they arrive. If there is an admission scheduled and Pam is here there is a good chance she will

be doing the admission for that day. Pam shared some of her more memorable moments at HRC with me and she said the one that sticks out the most was when she witnessed her first youth altercation. Pam was brand new at HRC and was not trained in Mandt so she was unable to physically intervene but the experience scared her. She went home and questioned if this is what she really wanted to do or

not? She decided she would stick with it and we are sure glad she did!

Pam had set a personal goal to get 10,000 steps in each day for the month of September. She completed her goal and walked 10,000 steps or more every day of the month! Pam decided to continue her goal in October and is still on pace. Pam moved back from Texas to be closer to her two sisters. Pam is an avid Husker fan and also a fan of the Texas Rangers (even after they had the worst record in baseball this year). Pam's words of advice for new employees at HRC are "No two days are alike. If you have a bad day the next day will probably be better." She also stated that her job is never boring! Thanks to Pam for sitting down with me and if you see her in the hallways tell her great job for being a spotlight employee!

YOU'RE A WINNER

- The cooking skills of the Nutrition Services staff were complimented for the excellent tasting lunch. The baked beans were cooked and spiced beyond the normal opening of the can and heating. The fries were complimented also. Congratulations to all the staff for taking the initiative to make the food better. It is appreciated.
- Thanks a bunch, Sue Callan, for initiating the project and helping the youth make new posters for Corrective Thinking! They look great!!
- Peg Mohlman did a great job of cleaning and vacuuming all the State vans (minus Big Bertha).
- Chris Rockwood for volunteering to do clean up around campus; i.e. a bunch of yard work.
- Ruth Jeremias pulled together some last minute statistical information needed to complete my charts at a moments notice.
- Thanks to Jean, Doug and the rest of the kitchen staff for the wonderful snacks they provided during our Mandt Instruction Recertification class last week.
- The snacks were yummy and kept us moving!
- Thanks to Steve and Dean, and the Housekeeping staff for the quick turnaround time in converting Dr. Judson's office into Dr. Buchta's office.
- Thanks to everyone for all the extra projects and trainings that were completed while the census was low.
- Thanks to Maintenance and Building 3 staff for making the cemetery look so great for the Remembrance event.

CELEBRATING YOU!

NATIONAL FOOD SERVICE WORKERS WEEK

OCTOBER 6 -13



Preparing our meals and snacks are Doug Bonham, Vicki Maulucci, Shelly Cantrell, Renee Coe and Chris Keebler. Not present: Marsha Utecht and Jean Luther. Thanks for all you do!

NATIONAL CASE MANAGEMENT WEEK

October 13 -18

Micki Schamens is responsible for Case Management and we appreciate all she does!



THE MOST IMPORTANT CONVERSATION YOU WILL EVER HAVE

BY JOE TYE, CEO, VALUE COACH, INC.

Today I'm going to encourage you to have one of the most important conversations you can ever have—one with the person you will be in the future, when you are several years into retirement.

If you take this exercise seriously, the "you" that you will some day become will give you better guidance than any other teacher, coach, or mentor ever could. Try this: schedule an hour this weekend where you know that you will not be interrupted. Find a nice quiet place where you can have peace and solitude. No email, no radio or TV, no web surfing. Put on some soft music, maybe light a candle. Then ask the "you" of the future this one vital question:

What can I do now that will make your life more comfortable, more enjoyable, and more secure when I have become you?

If you do this conscientiously, you will hear an answer. In fact, the answer will be quite predictable. The "you" of your retirement years will ask you to do these things:

Request #1: Please take better care of yourself—eat a more nutritious diet, exercise more, get enough sleep, and stay properly hydrated. In these golden years I would like to travel the world, hike in the mountains, take up tennis or golf, and hop out of bed in the morning with a spring in my step. But the way you are treating your body (which,

by the way, is really *my* body that you have on temporary loan) my "golden years" will more likely be spent tottering through the halls of a nursing home leaning on a walker.

Request #2: Please spend less and save more. I have always dreamed of taking a cruise around the world, having a summer cabin in the mountains, driving a Porsche with the top down, and knowing that I will be financially secure no matter what happens to Social Security. But the way you are pampering yourself now, engaging in shopping therapy whenever you get bored or depressed and spending more time watching TV than you do working on having a secure financial future (which by the way is *my* financial present), none of this is going to happen. I'm more likely to be living in a trailer park on the outskirts of Albuquerque, still driving the Lexus that you couldn't afford back then and that I'm saddled with today, and afraid to check the mail for fear that there'll be an eviction notice because I've fallen so far behind on the rent.

Request #3: Please turn off the TV, unplug the electronic gadgets, and spend more time cultivating meaningful relationships. My greatest fear is that my golden years (which are your future years) will be spent in agonizing loneliness, killing time in front of a TV set in a space shared with other lonely strangers. I want

my retirement years to be filled with meaningful conversations, fun-filled activities, and a spirit of mutual support with people I know and love. But the only way that can happen in your future is if you invest the time and energy now in fostering those relationships.

Request #4: Please take up a rewarding hobby. I know, I know—you barely have enough time in your present reality for the demands of job, family and paying the bills—but you have no idea how I dread the long hours of boredom I might have to endure on crossword puzzles, jigsaw puzzles, and (ye gads!) playing solitaire because you never took up painting or woodworking and now (my now, not yours) it's too late.

Request #5: Please stop waiting for someone else to "empower" you to write the book you've always said you were going to write; please stop letting fear prevent you from starting the business that you've always said you were going to start; please stop allowing low self-esteem to block you from reaching out and making the friends that you've always wished you had. Remember that insanity is doing the same things over and over and expecting a different result—what makes you think that the you of the future (which is the me of my now) will somehow be happier, healthier, and wealthier if you keep doing the same things over and over?

MAINTENANCE NEWS

BY GARY PEISIGER & CHERI DELAY

First thing I would like to thank the staff and youth for all the extra help keeping the grounds and cemetery looking good. It is hard to think about getting equipment ready for winter when the mowing and picking up the tree limbs has not

slowed down. The air conditioners have been shut down in the Administration building and the Kitchen. Building #3 is still usable depending on the weather. The power plant repairs are completed with some piping in the tunnel waiting on ma-

terial to take care of the leaks. The chapel door replacement is in progress and waiting for the contractors to schedule the work.

UNDERSTANDING *UNDERSTANDING* BY JOE CULBERTSON

My wife will attest to the fact that I'm not the most patient person in traffic situations. My impatience also extends to a few other situations, but for the sake of this article and protecting my sparkling image, I'll stick to traffic. Here's an example.

While returning home from the airport recently, I stopped to get some quick "road food" as it was late and I hadn't eaten dinner. I pulled off the main road and noticed that the driver of the minivan in front of me was driving very slowly. I muttered a few words of "encouragement" and watched as he pulled into a CVS parking lot. I zipped by and continued around the block to the fast food restaurant. I soon realized that the driver had pulled into the CVS by mistake, and was reentering the road from the other side of the lot. But, I was now ahead of him and as I passed by, I muttered, "Ha. Serves you right for making a wrong turn."

I continued to watch him in my rear-view mirror and was taking great pleasure in arriving at the drive-thru lane of the restaurant ahead of him. But, as luck or karma would have it, I wasn't paying attention to the road and drove right past the entrance to the restaurant. The last thing I saw in my rear-view mirror was the minivan turning ever so slowly into the drive-thru lane. I'm sure the driver said something like, "Ha. Serves you right for muttering."

If you're like me, we are part of an elite group of people who drive exactly according to the driver's manual. We signal at the right times. We enter the highway at the right speed. We never drive slowly in the passing lane. And thank goodness, we know who leaves first at a four-way stop. Everyone else on the road is just a DMV-impaired imbecile.

At least that's what I'm thinking at the time of my irritation. But perhaps there is a flaw in my thinking.

You see, almost every time someone else irritates me, it's likely because of my lack of understanding — my lack of understanding of the issue, their situation, or my own prejudices.

Here's another example.

One of my favorite stories is from Stephen Covey's book, *The 7 Habits of Highly Effective People*. He describes sitting on a very calm New York City subway one Sunday morning when a man and his three sons get on the same car. The man started reading the newspaper while his sons began running about the car, throwing things and yelling at each other. Stephen Covey eventually confronted the man about his son's behavior. The man looked up, as if becoming aware of the situation for the first time, and explained that they had just come from the hospital where his wife had died a couple of hours earlier. He said that his sons probably just didn't know how to act.

Do you see how your new understanding of this particular situation changes your reaction to the boys' behavior? This is how understanding works. We see with different eyes.

In graduate school, my training was based on the concept of the "person in the situation" and it is the foundation of the social work profession. Essentially, it means that we can't separate one aspect of a person from their biological, psychological, social, or spiritual situation. In other words, we are all part of all we experience. For example, a person who seems unusually angry may be in an abusive relationship or may have just discovered they have an incurable illness. When we consider the situation, the anger

seems less unusual and perhaps even appropriate.

The problem is that, during the course of our day, we jump to conclusions with the people we encounter without finding out about their particular situation.

When I was a counselor, it was imperative that I not jump to conclusions about my clients or else I would not see their situations objectively. In my day-to-day encounters, however, I'm less inclined to consider what the abrupt waiter might be going through.

So, how do we try to appreciate the person in the situation so that we truly embrace the concept of understanding? Here are three suggestions:

Consider the Alternatives. When someone does something that irritates you, consider different reasons that might explain their behavior other than simply trying to irritate you. By considering the alternatives, you will avoid being a jerk.

Think of Yourself. Sometimes, when we put ourselves in someone else's shoes, we realize that we might do the same thing in their situation. Ask yourself what would lead you to do what the other person just did. You might identify with them more than you expect.

Give them the Benefit of the Doubt. If we assume that people are basically good and that their intentions are honorable, we can avoid a lot of misunderstandings. Imagine how differently we'd see the world if we saw everyone else through good-colored glasses.

We are all a person in a situation. As much as we want others to understand our situation, we should try to understand theirs. Maybe even the slow driver of the minivan who got his food before me had a very good reason for driving slowly. Probably not — but maybe.

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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

POTLUCK LUNCHEON

To Thank
Dr. Judson

October 29
11:30am - 1:30pm
Share a main dish, salad
or dessert. Tableware
and drink provided.

THANK YOU!

On behalf of the Wellness Committee I would like to thank everyone for coming to the tailgate party, bringing side dishes that were healthy (we didn't do too bad), and to Steve Fielder for doing the grilling. The burgers were fabulous.

Chris Martin, YSS

HRC EMPLOYEE RECOGNITION BY CHRIS MARTIN

The Employee Recognition Committee invites all employees to attend the Annual Recognition Tea on Tuesday, October 21 from 2:00pm to 3:00pm in the South Dining Room.

The following employees will be recognized this year:

35 YEARS

Donna Hartzell and Korena Hoshaw, Housekeepers ~ Dean Stromer, Facility Maintenance Specialist

20 YEARS

Doug Bonham, Food Service Leader

15 YEARS

Tony Martin and Diane Powell, Youth Security Supervisors ~ Kathy Stack, Youth Security Specialist II

10 YEARS

Tamara Buscher, Youth Security Specialist II ~ Ruth Kaiser, Youth Security Specialist II

5 YEARS

Travis Harms and Jessica McIntosh, Youth Security Supervisors ~ Grant Johnson, Compliance Specialist
Chris Keebler, Food Service Cook ~ Karen Newcomb, Teacher ~ James Schulte, Recreation Specialist

Employee of the Quarter Recipients

Terri Wynn (2013 4th Qtr.), Dr. Zoucha (2014 1st Qtr.), Dave Baisinger (2014 2nd Qtr.), Travis Harms (2014 3rd Qtr.)

DHHS 2014 Supervisor of the Year

Travis Harms, Youth Security Supervisor