



# LRC REALITY CHECK

## Nathan Surratt is the PCC March 2014 Employee of the Month



Congratulations to Nathan Surratt, SSII staff member on the 11-7 shift, for being selected as LRC's March 2014 PCC Employee of the Month! Nathan has been employed at LRC since May, 2012. His co-workers state that he always treats the patients with dignity and respect. He keeps calm, composed, and professional in crisis situations. Nathan takes time to listen to the patients' concerns and is able to help them calm down when they are angry or agitated.

Nathan has taken on extra work such as helping new staff learn their job duties since there has been a Team Leader vacancy on the 11-7 shift in Building #10. He comes into work on short notice to help out another shift when extra staff are needed. He is also willing to volunteer for overtime. Nathan is hard-working and completes all assigned duties. He is responsible and reliable. Nathan rarely misses work. He helps his co-workers whenever they ask for or need assistance. He is a team player who works well with others. Nathan models the PCC philosophy and WE CARE behaviors every day. He does this by the respectful and positive way he treats all people. He works in cooperation with co-workers and he is pleasant to work with. Nathan's co-workers state that he makes coming to work an enjoyable experience through his upbeat and easygoing attitude.

In appreciation of his hard work, Nathan received a gift card to HyVee. Congratulations, Nathan, and thank you for all that you do!

## John Sweazy is the PCC April Employee of the Month



Congratulations to John Sweazy, Pharmacist, for being selected as LRC's PCC Employee of the Month for April, 2014. John has been employed with the State of Nebraska since December of 1998. John ensures that medication therapy for LRC patients is effective, safe, and individualized. He has been instrumental in helping LRC shift to electronic health records. He took an early interest in learning about the system, and helped develop plans for implementation. John continues to search for ways to make the system work more efficiently, not only for the Pharmacy but for nursing and medical staff as well.

John plays a large part in the day to day functioning of the Pharmacy and leads his co-workers in his supervisor's absence. John regularly attends treatment team meetings in Building #10, providing advice to team members regarding drug therapy that is in the best interest of the patients. He participates in the Infection Control Committee and the Medication Error Committee, sharing not only the Pharmacy perspective but also a common sense attitude to get things done. In addition, John coordinates the procurement of the influenza vaccine each year, which can be quite challenging some years! John is dependable, friendly, and dedicated to ensuring that things are done correctly. He displays a consistently positive attitude that results in a positive work environment for his co-workers. While John naturally exhibits WE CARE behaviors, he also brings the tools, concepts and theories he has learned in PCC workshops to the Pharmacy work environment. By doing so, he helps others see the benefits of PCC which spreads throughout all of LRC and into the community. In appreciation of his hard work, John is receiving a gift card to MoMo Pizzeria!

## And Then, Suddenly, It's Spring!

What's the old saying about the weather in Nebraska? If you don't like it, wait 24 hours and it'll change. Last month I told you that I really don't like this time of year right before spring. The winter just seems to linger and it's cold and you're tired of being inside all the time. And then suddenly, it's like someone flipped a switch and the temperature jumps into the 70s and the parking lots at the big box stores are full of people buying plants and fertilizer and such. I know it's spring because last week I got out and played a little golf.

The first thing I want to do this month is thank you for two things. The first one is obviously the success of our Joint Commission survey. Each and every one of you was responsible for our fine showing during the accreditation survey. Like I said last time, every one of you is the reason we are accredited. Aside from the opening conference and the leadership interview, my interaction with the surveyors was pretty limited. They didn't want to talk to me; they wanted to talk to you and be where the action is.

While we had a number of "deficiencies" that needed to be addressed, most of these had to do with our environment of care. The fact that only 3 out of the 19 deficiencies concerned patient care standards really does say something about our designation as a Top Performer on Key Quality Measures. We have submitted our Evidence of Standards Compliance for the five direct standards that needed to be completed within 45 days and the 14 indirect standards that needed to be addressed within 60 days. Both plans have been accepted and we have received our accreditation decision letters. We are fully accredited for another three years!

While the Joint Commission survey didn't focus on our provision of active treatment, we need to keep working on this effort. We are continuing to review the number of hours of active treatment attended by the patients. I again want to thank Drs. Brynolf, Judson and Cimpl-Bohn for all their efforts. Unfortunately, the Brynolfs have decided to move to Oregon and will be leaving LRC in early April. We will miss them and appreciate their contributions in the short time they were here.

Another area that we were concerned about but that did not get much attention from the Joint Commission surveyors was restraint and seclusion. We are implementing some recommended changes from Dr. Fields in an effort to improve in this area. We have got to reduce the use of restraint because that is when the majority of injuries to patients and staff occur.

Secondly, I want to thank you for your time in providing responses to the AHRQ Culture of Safety Survey that we conducted last November. We have finally gotten the results back. If you will remember, this survey asked about your perception of patient safety and safety of the hospital environment. There were 239 responses or a 45% response rate. The respondents were pretty equally divided between direct patient care nursing staff (105) and non-nursing staff (134). Two strengths emerged from the survey results; teamwork within units and supervisor/manager expectations and actions promoting patient safety. Three other relative strengths also were identified; organizational learning, overall patient safety grade and hospital management support for patient safety. There was an identified need for improvement in the area of non-punitive response to error. Four other relative areas for improvement were hospital handoffs and transitions, staffing, communication openness and overall perceptions of safety. There is quite a bit of information in the survey. There were 12 dimensions that were measured and each dimension had three or four statements that were associated with it. Overall, I think the survey responses had a positive tone to them. There are some areas where there are opportunities for improvement. We have reviewed the results with the supervisors. The next step is for them to review the results with you during April. From those meetings, I am asking each supervisor to identify two areas of concern that need to be addressed or strengths that need to be built upon. The supervisors will then summarize these results into five to ten "themes" which we can work on as an organization to improve safety in the environment and for our patients. Stay tuned as we roll out this effort to make LRC a safer place to work and heal.

Finally, with regard to our facilities, it appears that the Unicameral has approved the funding for the relocation of the kitchen from K Building to Building 10. We're also working on finalizing plans to improve the interior finishes of Building 5 and this project will go out to bid soon. Both of these projects are a result of realizing cost savings that have accumulated over the last four years.

In closing, I'm glad winter is over with and that the weather is getting warmer. I hope all of you have the opportunity to get out, shake off the cobwebs and enjoy the change of seasons. I know I will!



*Spring Inspiration*

With the start of the spring season, it encourages me to think about how inspiring springtime is. As painful as daylight savings time might be when we “lose” that hour of sleep, it also allows us to see daylight for a greater part of the day. It might also encourage us to get outside more, do more constructive and innovative things like renovating our houses and yards after the winter months but also to energize us to get more things done and accomplished. Working with people, whether it is the direct line work with the patients or as a supervisor/manager, it is also our job to inspire and encourage optimization of performance so that everyone is doing their best! Optimizing performance makes people want to work and helps with retention efforts. I don’t think anyone comes to work to do a bad job but I do think we all have our days and it is very encouraging when you work with a group of people that inspire you to be the very best you can be.

WECARE philosophy and person centered care is all about inspiring others and ourselves to do the best we can. We have to be role models for patients, families, and team members by demonstrating respect and worth. We have to empower ourselves to learn and grow and help others so that they also can find the courage to take ownership for their life. We need to use GREAT Communication styles and listen more to demonstrate that we value and respect each other’s thoughts and opinions. We need to be accountable and when we see a problem or an issue and we work to help be a solution oriented employee rather than brush it off as if it’s not my problem. As supervisors and managers, we need to lead by example and be available to our employees.

The common goal all of us should have is that we want our patients to have quality care and treatment. We all, regardless of our roles, have responsibility in achieving this goal. I attended a Leadership conference in March where the topic was Leadership Communication Essentials. One segment of this two-day event talked about amping your employees up! The acronym was as follows:

**Autonomy:** The ability to control one’s circumstances.

In Person Centered Care (PCC), we teach this as accountability where you are encouraged to take ownership of problems and issues, and ACT with TACT when handling these issues. We also control our circumstances by following through on opportunities to improve and the commitments we make.

**Mastery:** The chance to get better and better at something meaningful to us.

In the Education piece of PCC, we learn that we are expected to be committed to excellence and lifelong learning. We are positive role models for others and we use teachable moments as a way to help others and grow. We all make mistakes; it is what we do after we realize the mistake was made that makes all the difference.

**Purpose:** The chance to contribute to something greater than ourselves.

I thought of all of you and how we do work here because we know what we do matters. Recovery and our patients moving on to build a life in the community is something truly greater than what we do, but we contribute to that success. We know that we don’t always see the end result or the outcome, but we believe in our hearts that the treatment we provide gives our patients what they need to rebuild their lives to get back to wherever it is they really want to be. Everything each one of you does for this organization matters. When you smile at someone, listen to them when they are upset, serve their favorite meal, fix the water main break, bring their medication to the unit, clean their room, make sure the grounds look inviting and the boilers don’t blow---you are contributing to the greater good! Your work inspires me to inspire you! Have a great spring and I cannot wait to complain about the heat!





## Kudos—Now That's PCC!

- ◇ **Kudos to Eddie Yeager and Jeff Van Lent** for fixing a possessed golf cart! - Merilyn Olsen
- ◇ **Kudos to Tom Mahloch** for fixing a broken cabinet in record time.—Merilyn Olsen
- ◇ **Kudos to Lindsey Gonzales** for getting information to the Compliance Specialists and for quickly replying to her emails.—Merilyn Olsen
- ◇ **Kudos to the staff in Building #3** for a great weekend with few incidents of seclusion or restraint (March 29/30).—Merilyn Olsen
- ◇ **Kudos to my office mate, Cindi Hunter,** for her caring ways. -Merilyn Olsen
- ◇ **Kudos to David Paz** for assisting the Compliance Specialist team with audit forms. - Merilyn Olsen
- ◇ **Kudos to the S5 7-3 shift** for working well as a team during stressful incidents.—Merilyn Olsen
- ◇ **Kudos to the S4 and S5 staff in Building #5** for doing a great job in dealing with a very difficult population recently. These staff have prevented many cases that could have ended with a seclusion or restraint by instead dealing with the issues and redirecting or distracting the patients through a difficult time. Their efforts do not go unnoticed and they are appreciated for what they do every day.—Craig Cooper
- ◇ **Kudos to Kyle Malone** for taking the lead on getting the new radios up and running in Building #14. Good job! - Cindy Dykeman
- ◇ **Kudos to Andy Miller** for taking such good care of the maintenance issues in Building #14. It was really appreciated this winter how the snow and ice issues were managed by Andy in Building #14. -Cindy Dykeman
- ◇ **Kudos to Marilyn Bailey** for all the work she does in assisting all of the Building #14 staff with HIM questions and computer issues. Marilyn consistently goes above and beyond the call of duty! -Cindy Dykeman
- ◇ **Kudos to the LRC Social Workers:** Jennifer Moran, Kari Christner, Jessica Codr, Ann Alberico, Sandi Waldron, Kelsey Kronhoffman, Jodi Kehler, Stan Wiegert, Allyson Headrick, Erin Bain, Kim Widdicker, Lisa Laurell, and Glenn Evans. March was National Social Work Month and I am very proud to be part of such an exceptional bunch of dedicated and hard-working professionals! - Jenny Jennings
- ◇ **Kudos to Helen Trotter, APRN,** for the informative Power Point presentation she provided at the February grounds-wide nurses' meeting. The nurses really enjoyed hearing information about Bipolar Disorder. Thanks, Helen! Cheryl McMurry
- ◇ **Kudos to Nathan Nedley** for his educational inservice at the Grounds-wide nurses' meeting in January. Nate provided a Power Point presentation on diabetes and informed the nurses of all the most current best practices. Great job, Nate! -Cheryl McMurry
- ◇ **Kudos to Rachel Johnson** for organizing all the events for many religions on campus. —Merilyn Olsen
- ◇ **Kudos to Mark Vaske** for always keeping the third floor conference room organized and ready for the vast number of meetings held there. —Merilyn Olsen
- ◇ **Kudos to Andy Miller** for using the new intercom system in Building #14 to keep folks informed. —Merilyn Olsen
- ◇ **Kudos to the PCC Awareness Team** for the recent emails—they make our day. —Merilyn Olsen.
- ◇ **Kudos to Kurt Lockard** for working extra hard in Building #3 to keep the patients happy with their requests. This has been extra hard due to the Team Leader vacancies and Kurt being the only Team Leader on 1st shift in Building #3. -Merilyn Olsen
- ◇ **Kudos to Karen Thaut** for being so positive every time I need something! - Tary Paris
- ◇ **Kudos to the Compliance Specialists** for starting Good Catch awards (see the next page).—Linda Henslee
- ◇ **Kudos to the medical clinic and the front office in Building #10** for making newly hired employees feel welcome as they come in for their physicals.—Tary Paris
- ◇ **Kudos to Becky Meulemans, T.R. staff in Building #14,** for the great job she has done adjusting to her new program. —Lori Rasmussen
- ◇ **Kudos to Diana Walker, T.R. staff in Building #14,** for the time and efforts she puts into the T.R. programming she offers and for taking on extra duties.—Lori Rasmussen
- ◇ **Kudos to Charles Wooldridge** for helping with interviews for the 11-7 positions at Whitehall.—Lori Rasmussen
- ◇ **Kudos to Liz Willey, Sam Smith, Jenny Jennings, and Annette Murrell** for receiving this note of praise from a Building #3 patient: "These people I've had direct contact with since I got here and each has gone out of their way to show me kindness and help me resolve issues and settle in better. I am grateful. Thanks!"



## Good Catches



The Compliance Specialists have initiated a new project where they will be keeping track of ‘GOOD CATCHES’ on a spreadsheet. All of the names of people with Good Catches at the end of the month will have their names thrown in a fishbowl to win a “Good Catch” patron of the month award. Here are the good catches the Compliance Specialists found in March:



### Building #14:

- Randy Pester noticed the American flag was hanging by a thread on the pole and notified Maintenance.
- Scott Schnirl took a patient from Building #14 to Building #10 for a medical appointment. While there, he helped several Building #10 patients he was not familiar with but this helped out Building #10 staff during a busy time.
- Jay Steward assisted in several areas in Building #14 when staff had difficulty with a patient on a medical transport.

### Building #10:

- Rachel Johnson took patients down to the Volunteer Clothing Shop.
- Eric Howard quickly and correctly checked rooms for smoke during a fire drill on the east unit.

### Building #5:

- Stephanie Pinkston stood by and covered for safety for the phlebotomist.
  - Tyler Meier took time to clean the dayhall.
- Nikki Demar quickly responded when a Personal Safety Plan had to be completed for a patient.
- Jeff Polage quickly responded when a Personal Safety Plan had to be completed for a patient.
- After doing an alarm check, Kyle Diefenderfer realized there were hearing impaired patients in the building and developed a plan to train them on fire safety utilizing the fire alarm lights.

### Building #3:

- Lanette Epp is seen by Compliance Specialists to complete many duties where ever she works on campus and is “always moving.”

### Dietary:

- Angela Blake assisted a co-worker with completing a training.

### Maintenance:

- Tony Jacobs noticed a staff member hauling mattresses and he stopped to help them.



**Congratulations to Tony Jacobs,  
Maintenance Specialist, for winning  
the March Good Catch Award!!!**



# “You don’t really want that to happen, do you?”

by Tary Paris

## “You don’t really want that to happen, do you?”

**Worth: Foster a positive environment:** In English, two negatives in a sentence cancel each other out, making the sentence positive. What if English is not your native language or in your culture you have the practice of speaking this way? Because many of us have unique life experiences and personality types, think of how in French, for example, the rule is that two negatives make a stronger negative. In healthcare, how much time should we spend being confused?



The use of double negatives is ambiguous for many reasons. It could interfere with safety. PCC gives you the tools to practice these sticky situations so you can stay sharp and focused – ready for anything! Groucho Marx was even more clever, making this triple negative statement, “I cannot say that I do not disagree with you.” Can we agree to disagree on the use of negatives at all? I say they have

little to no place at work.

**Empowerment: Teach rather than tell:** Let’s apply this theory. A team member or supervisor asks you to do something. In the PCC Tool, this strategy is to ask a person *what they can do* to improve a situation, rather than telling them *how* to do it. Asking someone what they CAN do, means we will focus on what CAN be done, not what can’t. No negatives are needed here! Do you prefer to be asked for help? Or told? The work is the same, but can it be more pleasant?

**Communication: Take time to make sure others understand what you are saying:** Here’s another example. I have been asked to work with teams for more effective communications. And also how to “fix” situations. Maybe at that moment, I’m wearing my Devil’s Advocate hat. I think of the word, “fix”. That might make me think something is broken. While coaching, I like to remind folks the pitfalls of trying to

“fix” someone else’s work. Is it “fair” to the staff that has to double up their work + someone else’s? These are valid dilemmas and also demonstrate how different people can interpret the same message in various ways.

**Accountability: Respect others’ time and resources:** A wise woman once told me, “You rarely have to tell someone what they have done wrong, as they will be the first to know.” Most of us know right from wrong, but we still make mistakes. That’s part of being human. Team members might not need to hear from you they were wrong. Fault-finding might lead to negative results like embarrassment, demoralization and humiliation. Can we move along to asking them what they feel is the best solution to a problem? Protecting the relationship is a strategy to form a partnership so that you can work through the situation together. Ask how they think a situation went, or if they see any areas that could be improved.

**Relationships: create win-win solutions for interpersonal problems:** If we say what we mean, and mean what we say, can we eliminate the use of the double negatives? My challenge for you is to try it for a week. You might be surprised how many times you catch yourself communicating in these indirect ways. Try it - say what you mean, and mean what you say. In PCC, we call that “Getting it right the First Time”.. Are you up for the challenge?

**Education: Be a positive role model for others and Use teachable moments as a way to help others learn and grow:** If you re-do others work, the teaching moment is lost. Will they know their error? Will they know how to avoid it in the future? Can you use this situation as an opportunity for a relationship-building conversation that sounds like, “Hey, I noticed this part is incomplete.. can I help you with it?” Helping others is one of the largest reasons people come here to work, as well as stay. Can we extend that trend to each other?

*The LRC Reality Check Newsletter Editorial Board extends deepest sympathy to Maurie Egan’s family and friends at the sad news of his passing. Maury passed away on Monday, March 31, 2014 after a long and courageous battle with lung cancer. Maurie was an SSII staff member at LRC for the past 12 years. He won the Woods Award in 2011. His friends at LRC will long remember him for his kindness to his co-workers and the patients, as well as to the birds and squirrels on our campus. Maurie maintained the birdfeeders by Building #14 and enjoyed feeding and watching the birds and squirrels. He treated our patients with dignity and respect, and treated his co-workers as friends. He will be greatly missed.*



# Fun Facts about LRC's Rock Star Social Workers

March was Social Work Month! In honor of our Social Workers, we are featuring some fun facts about their department and about them individually in this newsletter edition.

## Did you know?

- ◆ The Social Workers have CMSW (Certified Master Social Worker) degrees from colleges accredited with the Council on Social Work Education.
- ◆ A person who is licensed as a mental health practitioner (LMHP) and certified as a master social worker (CMSW) may use the title Licensed Clinical Social Worker (LCSW).
- ◆ To be certified, an applicant must have passed the Association of Social Work Boards Advanced or Clinical, with a scaled score of 75.
- ◆ Our LRC Social Workers complete psychosocial assessments, work with the courts, referral agencies, and practitioners. They participate as treatment team members, implement discharge plans, provide treatment to patients and family members, and participate in program and service Performance Improvement, training and educational activities.
- ◆ In 2013, 189 admissions and 187 discharges were completed by social workers.
- ◆ 335 Psychosocial Assessments were completed including annual updates.
- ◆ Discharge related activities for social workers include: touring placements with the patients, searching for housing, transitional outings, shopping for household items, obtaining housing vouchers, banking, coordinating Social Security and Medicaid funding as well as LB95 medications, coordinating with referral and placement sources, and communicating with family.

**Building #14 Social Workers:** Glenn Evans, Lisa Laurell, Kim Widicker

**Building #10 Social Workers:** Ann Alberico, Sandi Waldron

**Building #3 Social Workers:** Jennifer Moran, Kari Christner, Jessica Codr, Kelsey Kronhoffman

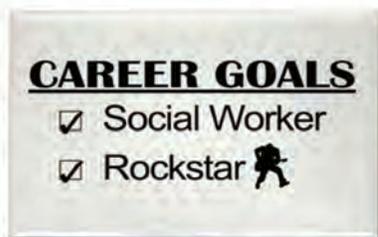
**Building #5 Social Workers:** Allyson Headrick, Erin Bain, Jodi Kehler, Stan Wiegert

**Social Work Supervisor:** Jenny Jennings

## Here are some fun facts about the Social Workers:

Collectively as a group, the LRC Social Workers have more than 10 children, two grandchildren, 120 nieces and nephews, 8 dogs (including but not limited to Jazz, Jaxson, Charlie, Max, Ace, Lucy, and Kibby), 6 cats (including but not limited to Albus, Merlin, Kimmy, Pumpkin and Oscar), and three turtles (Emmet, Schmorgan, and Daisy). Our LRC Social Workers have lived in Nebraska, Wyoming, Colorado, Wisconsin, Missouri, Iowa, Texas, New Mexico, Massachusetts, California, Florida, South Carolina, Indiana, Arizona, Montana, Illinois, and Washington, D.C.

**LRC SOCIAL WORKERS  
= 2013 TEAM OF THE  
YEAR = ROCK STARS**



## Strut Your Stuff Winner.....by Becky Meulemans



Congratulations to this month's Strut your Wellness Stuff Award Winner, Allison Strom! Allison is an RN in Building 5. Although she struts her stuff by eating healthy foods every day, this month she is being recognized for a different type of wellness experience. She recently traveled to Nicaragua on a volunteer mission trip. She journeyed there with nursing students from Union College and the group visited remote villages to offer health care. They reached individuals who were extremely poor financially, but were abundantly grateful and appreciative.

During the trip, Allison was able to continue with her healthy, active lifestyle because in Nicaragua, you don't hop in the car to get where you need to go, you hike. She said that the group was working and moving all day long. They carted big boxes of medicine to the different villages. She said that in order to survive day to day, the people there work together and support each other as a community. The people were extremely grateful for little things the group offered, things we take for granted every day. Allison said they absolutely loved having pictures taken. When she delivered a baby (yes you read it right, Allison delivered a baby while in Nicaragua!) she was able to take a photo with the new mother and she sent it to the family when she returned home.

Allison highly recommends this type of trip to others. She said that if somebody feels stuck in a rut or restless, a trip like this is a great opportunity to change your way of thinking, to become refreshed, and to look at life from a new perspective. She believes it's important to go somewhere that you aren't used to and to step out of your comfort zone. Congratulations Allison and keep strutting your wellness stuff!

## LRC Blood Drive Scheduled for April 21.....by Makayla Campbell

The next LRC Blood Drive will be held on Monday, April 21, 2014 from 11:00 a.m. to 3:00 p.m. in the Building #3 parking lot.

### *Did you know?*

The average adult has 10 to 12 pints of blood in their body.

Someone needs blood every two seconds

43,000 pints is the amount of donated blood used each day in the U.S. and Canada

One donation can help save the lives of up to three people



A drawing will be held for a free tee-shirt at the Blood Drive. Two people will be chosen out of the list of participants for the prize. Contact MaKayla Campbell at 479-5005 or Makayla.campbell@nebraska.gov to register.

## 12 Minute Exercise Solution Presentation

**On April 17, 2014, the Wellness Committee** is sponsoring a presentation by Dr. James Cain D.C. in the Wayne George Training Room in Building #14 from Noon to 1:00 p.m. Register by contacting Diana Walker at 479-5265 or at [diana.walker@nebraska.gov](mailto:diana.walker@nebraska.gov). Learn how to outgrow outdated fitness routines that require hour-long bouts with the elliptical, and shift them away from energy-sapping scant-calorie diets. Take aim at fitness misconceptions and learn the power and simplicity of surge training and whole-foods nutrition. Looking good is a fitness bonus—not the goal behind it. Don't miss out on an amazing opportunity to get in the best shape of your life!

- ◆ Learn how exercise improves total body function
- ◆ Get the most from your workouts with professional nutrition tips
- ◆ Discover how laboring on a treadmill can actually damage your health
- ◆ Activate specific fat-burning hormones with a revolutionary exercise principle

# Upcoming Events at LRC

## 40th Annual Arbor Day Celebration on April 24:

The LRC Arboretum Committee and T.R. Department will hold the 40th annual Arbor Day celebration on Thursday, April 24, 2014 at 1:30 p.m. in front of Building #10. Bud Dasenbrock, former Grounds Director at the University, will be the guest speaker. LRC patients will again participate in the Arbor Day art and poetry contest, as well as a birdhouse painting competition. Winners will be announced at the ceremony.

### Six memorial trees will be planted this year in memory of the following people:

Albert Hanzlicek (Rose Hanzlicek's husband)

Royal Raindrops Crabapple

Donna Hollamon, Former Secretary & Food Service Supervisor at LRC

Jane Magnolia Tree

Wilma Nelson, Former LRC Director of Nurse Education

Cluster of Easy Elegance Roses

David Reece, SSII

Appalachian Red Redbud Tree

Carole Smith, Former Volunteer Coordinator & Public Relation Officer for LRC

Butterflies Magnolia

Fay Whitla, MD, Psychiatrist

Frontier Elm



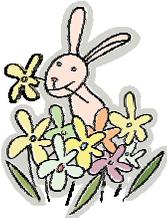
## Dietary Morale Committee's Spring Bake Sale

Tuesday, April 8, 2014

10:00 a.m. to 2:00 p.m. in K-Building

Main Kitchen

Don't Miss It!



## CELEBRATE CINCO DE MAYO!!!



The Diversity Committee is busy planning its annual Cinco de Mayo ceremony to be held on Friday, May 1, 2014 from 11:00 a.m. to 1:30 p.m.

There will again be Mexican food to enjoy with co-workers and a raffle drawing for multiple prizes. Please feel free to bring a salad or a dessert to share. The event will be held in the Building #10 Canteen and patio areas.



# 1st Quarter 2014 Highlights



The LRC Wellness Committee held its annual Bowling Tournament for LRC employees on Saturday, March 1. Approximately 40 LRC employees, family members and/or friends enjoyed a wonderful night of bowling, socializing, and had an overall good time! Many thanks to Sun Valley Lanes for hosting our wonderful night of friendly competition and giving us a group rate. Prize awards were given to the First Place Team: Pin Busters (score of 610) and to the 2nd Place Team: (Maintenance Team (score of 584). The highest scoring individual player was nicknamed Barney with a score of 181 from the Drifters Team. The lowest score award went to Sara Banset from the Five Alive Team. 8 teams competed!

Here is one team: The Spice Girls (otherwise known as: back row: Stacey Werth-Sweeney, Debbie Roberts, Stephanie Stearley, front row: Stacey Wiltshire, and Becky Roberts)

Therapeutic Recreation Staff held a Lunch N Learn presentation on February 26, 2014 to celebrate T.R. and educate employees about their department. Participants played a game of Family Feud and competed to find out which team knew the most about Therapeutic Recreation. Survey says.....LRC has an awesome T.R. Department!



## S.M.A.R.T



The LRC Employee Wellness Committee and Dr. Shane Kepler of Kepler Family Chiropractic co-sponsored a Lunch N Learn presentation in Building #14 on 3/19/14. The Lunch N Learn topic was “The S.M.A.R.T. Way to Set and Achieve Your Goals.

13 employees were able to attend and enjoyed learning about “Defining Your Priorities,” “Setting Goals that are Specific, Measurable, Achievable, Relevant, and Time Sensitive,” and “Using Positive Affirmations to Help Meet Your Goals.”

## Diversity Committee Quotes for April 2014

*“Strength lies in differences, not in similarities.”* Stephen R. Covey

*“Recognize yourself in he and she who are not like you and me.”* - Carlos Fuentes

*“I think....if it is true that there are as many minds as there are heads, then there are as many kinds of love as there are hearts.”* - Leo Tolstoy, Anna Karenina

The Diversity Committee would like to remind everyone of two DVDs that we are offering for Gay Pride Month which is April. The DVDs are available through the Therapeutic Recreation database:

*Milk—Biography of Harvey Milk*

*Stonewall Uprising - Documentary of Civil Rights*



On Friday, March 7, 2014, these LRC folks wore blue and gathered for a photo to show their support for Colon Health. March was Colon Cancer Awareness Month. Participants in the “Wearing of the Blue” were:

**Back row (left to right):** Robert Jones, Scott Rasmussen, Perry Holmgren, Linda DeVore, Diane Ellis, Leah Becker, Nichole Newland, Becky Roberts, Sharon Ziers, Brian Kokesh

**Front row (left to right):** Pam Love, Tami Ernst, Tary Paris, Shelley Mather, Linda Henslee, Todd Falter, Tricia Kutschkau

*Here is a photo of a grouping of patient art from Building #3! Many thanks to Merilyn Olsen for taking this photo and sharing it with us. Let's keep the artwork coming! The Reality Check Newsletter Editorial Board wants to keep featuring patient art.*



## Around the Web .....by Tom Schmitz

April 7th is World Health Day. This year's theme is: "Protect Yourself from Vector-Borne diseases. Vectors are small organisms that carry deadly disease. Vectors include ticks, sandflies, and mosquitoes. The World Health Organization has dedicated a new web page to educating people on prevention of these diseases.

The address is: <http://www.who.int/campaigns/world-health-day/2014/en/>



National Public Health Week is from April 7-13. The American Public Health Association has a new web site where you can find more information on that week's events and activities:

<http://www.nphw.org/2014>

## Check Out These New Books for April.....by Tom Schmitz

- |  |   |
|--|---|
| 1) <i>Stress Less</i> by Don Colbert                                       | Khalsa  |
| 2) <i>Soul Proprietor</i> by Jane Pollak                                   | 7) <i>The Zentangle Untangled Workbook</i> by Kass Hall |
| 3) <i>Loving Someone with Bipolar Disorder</i> by Julie A. Fast            | 8) <i>CSI: Mortal Wounds</i> by Max Collins             |
| 4) <i>Letters to a Young Madman</i> by Paul Grouhew                        | 9) <i>Weather: A Visual Guide</i> by Bruce Buckley      |
| 5) <i>Beginner's Guide to Birdwatching</i> compiled for the AWF            | 10) <i>David Copperfield</i> by Charles Dickens         |
| 6) <i>Sacred Therapies: Kundalini Yoga Meditation</i> by David Shannahoff- |   |

The Resource Center in Building #10 is open Monday through Friday: 9:00 to Noon, and 1:00 to 5:30.



## More Policies for Your Perusal.....by Linda Henslee

The last Policy Committee was held on St. Patrick's Day and although the Policy Committee found no pot of gold, they did get the following policies revised:

- EC-Security-10 (LRC) Use of Razors and Beard Trimmers
- CC-02 (LRC) Patients Transferring to Other Buildings within LRC
- PC-23 (LRC) Off Campus Medical Appointments
- PC-04 (LRC) Assault Precautions
- PC-03a (Bldg 14) Transport Restraint
- PC-08 (LRC) Cardiopulmonary Arrest
- PC-08a (LRC) Code Blue
- HR-05 (LRC) Drug and Alcohol Testing
- HR-45 (LRC) Scheduling Routine or Prescheduled Appointments
- IM-28 (LRC) Information Management
- IM-28a (Whitehall & Bldg 14) Information Management
- EC-Security-05 (LRC) Prohibition of Alcohol, Illegal Drugs, Firearms, or Other Weapons on the Premises of the LRC
- EC-Life Safety-01 (Whitehall) Fire Safety



## Orange Angel Jelly Roll

### Ingredients:

- |   |   |
|---|---|
| 1 package (16 oz) angel food cake mix   | 1 package (8 oz) cream cheese, softened |
| 1/4 cup powdered sugar                  | 1 Tbsp orange juice                     |
| 1 tsp orange extract                    | 1/2 tsp grated orange peel              |
| 3 drops yellow food coloring (optional) | 1 drop red food coloring (optional)     |
| 1 cup whipped topping                   | 2/3 cup orange marmalade                |

Additional powdered sugar and orange curls

**Directions:** 1) Line a greased 15 x 10 x 1 inch baking pan with waxed paper; grease the paper and set aside. Prepare cake mix batter according to package directions; spread evenly into prepared pan. 2) Bake at 350 degrees for 18 to 22 minutes or until cake springs back when lightly touched. Cool in pan for 5 minutes. Carefully run a knife around the edges of the pan to loosen cake. Invert onto a kitchen towel dusted with confectioner's sugar. Gently peel off waxed paper. Roll up cake in the towel jelly-roll style, starting with a short side. Cool completely on a wire rack. For filling, in a small bowl, beat cream cheese and powdered sugar until smooth. Beat in the orange juice, orange extract, orange peel and food coloring if desired. Fold in whipped topping. Unroll cake; spread marmalade to within 1/2 inch of edges. Spread whipped topping mixture over marmalade to within one inch of edges. Roll up again. Place seam side down on a serving platter. Sprinkle with additional powdered sugar and garnish with orange curls. Refrigerate leftovers. Yield: 12 servings.



## Creamy Tuna-Noodle Casserole

### Ingredients:

- |                              |   |
|------------------------------|---|
| 5 cups uncooked egg noodles  | 1 can (10 3/4 oz) reduced fat, reduced sodium condensed cream of mushroom soup, undiluted |
| 1 cup fat-free sour cream    | 2/3 cup grated Parmesan cheese  |
| 1/3 cup milk                 | 1/4 tsp salt  |
| 1 cup frozen peas, thawed    | 2 cans (5 oz each) light water-packed tuna, drained and flaked                            |
| 1/4 cup finely chopped onion | 1/4 cup finely chopped green pepper   |

### TOPPING:

- 1/2 cup soft bread crumbs
- 1 Tbsp butter, melted

**Directions:** 1) Cook noodles according to package directions. 2) Meanwhile, in a large bowl, combine the soup, sour cream, cheese, milk and salt. Stir in the tuna, peas, onion and pepper. Drain noodles; add to soup mixture. 3) Transfer to an 11 x 7 inch baking dish coated with cooking spray. 4) Combine topping ingredients; sprinkle over top. 5) Bake, uncovered, at 350 degrees for 25 to 30 minutes or until bubbly. Yield: 6 servings.





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Reality Check Mission Statement:  
Publish an employee-generated newsletter that is interesting,  
entertaining, and promotes open communication at LRC.



*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 and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: The Diversity Committee, the Wellness Committee, Becky Meulemans, Caitlin Bartman, Teresa Hansen, Marilyn Olsen, the LRC Social Work Department, the LRC Therapeutic Recreation Department, Jenny Jennings, Allison Strom*



## One More Recipe

### Spinach Swiss Quiche

#### Ingredients:

- |                                 |   |
|---------------------------------|---|
| 1 refrigerated pie pastry       | 4 turkey bacon strips, diced                                      |
| 1/4 cup chopped onion           | 1/4 cup chopped sweet red pepper                                  |
| 2 cups egg substitute           | 1 package (10 oz) frozen chopped spinach, thawed and squeezed dry |
| 1/2 cup fat-free cottage cheese | 1/4 cup shredded reduced-fat Swiss cheese                         |
| 1/2 tsp dried oregano           | 1/4 tsp dried parsley flakes                                      |
| 6 Tbsp sour cream               |   |



#### Directions:

1) On a lightly floured surface, unroll pastry. Transfer to a 9-inch pie plate. Trim pastry to 1/2 inch beyond edge of plate and flute edges. 2) Line unpricked pastry with a double thickness of heavy duty foil. 3) Bake at 450 degrees for 8 minutes. Remove foil, bake 5 minutes longer. Cool on a wire rack. Reduce heat to 350 degrees. 4) In a small skillet, cook the bacon, onion and red pepper until vegetables are tender; drain. Stir in spinach. Spoon spinach mixture into pastry. 5) In a small bowl, combine the egg substitute, cottage cheese, Swiss cheese and seasonings; pour over spinach mixture. 6) Bake for 35 to 40 minutes or until a knife inserted near the center comes out clean. Let stand for 10 minutes before cutting. Serve with sour cream. Yield: 6 servings.