



LRC REALITY CHECK

Patty Osterhaus is the April 2015 PCC Employee of the Month



Congratulations to Patty Osterhaus, RN, for being selected as the LRC PCC Employee of the Month for April. Patty began working for LRC in May of 1991. Her co-workers state that Patty listens to patients' concerns and takes their concerns to the appropriate staff to advocate for them. She comes up with solutions for issues, offers information to appropriate staff, and carries out options within her scope of practice.

Patty has worked diligently on improving the clinic organization and has brought forth many ideas to the ADON which have been implemented. She is a creative problem-solver whose creativity has added greatly to the Building #3 clinic and to Nursing Services. She is always smiling and willing to help any nurse who needs assistance. She works with new nurses and helps mentor them. Patty looks for opportunities to improve the patients' situations, both physically and mentally. She works with her peers to ensure that daily tasks are completed and evenly divided. She offers to help others when her tasks are finished and she looks for things to do that will help everyone, including other shifts. In appreciation of her hard work, Patty is receiving a gift card to Walmart. Congratulations again, Patty, and thank you for all that you do!

Allison Evens is the May 2015 PCC Employee of the Month



Congratulations to Allison Evens, YSII staff member at Whitehall, for being selected as the LRC PCC Employee of the Month for May. Allison began working for LRC in January of 2014. Her co-workers state that she is very caring. Allison helps the youth whenever they need or ask for assistance. She gives the youth great advice to lead them in the right direction. She does not just tell them what to do but helps them think of the best options and guides them through the decision-making process. Her calm demeanor provides for a very therapeutic milieu. Allison focuses on positive behaviors from the youth and not negative behaviors. She volunteers for extra duties and embraces change instead of fighting it. She intervenes in situations to prevent them from escalating. She works overtime when needed and does so

with a smile. Allison attends conferences to learn how to better serve our youth. She seeks out new approaches and has implemented new techniques to help our youth with ADHD remain focused. Allison is efficient and thorough in completing job duties, and has great attention to detail. She is a great role model for the youth and for her co-workers.

Allison is calm and respectful of the youth and of her co-workers, and she treats people with dignity. She provides great communication to keep everyone informed. She always looks people in the eye and says hello with a smile. Allison is the epitome of LRC's mission and PCC philosophy. In appreciation of her hard work, Allison is receiving a gift card to Target. Congratulations, Allison, and thank you for all that you do!

It's Springtime

I can tell it is springtime without even having to look out the window. My allergies have kicked in and my head feels like a water balloon. Plus, Dave and the guys have got the mowers, weed whackers and chain saws humming. But at least it is not bitterly cold like it has been for months.

We have a number of projects that are in full bore around campus that we have been looking forward to for quite some time. If you look around, you'll see activity almost everywhere. The kitchen relocation project in Building 10 is close to 50% complete. We are going to be adding another parking lot to the north of building 3 to ease the parking situation. The new fences for Buildings 5 and 3 are installed and finally finished. This project went on much longer than we expected. New air conditioning units for Building 5 are installed and working. The new exhaust hood for the canteen in Building 5 is done. The Building 5 interior renovation upgrade on S1 is almost complete. Once done, the patients will move from S2 to S1 and the contractor will come in and remove the asbestos. Then, the remodel of S2 will begin and probably take until Thanksgiving. We are probably not going to be able to remodel S3 and S4 this year. We have run into a problem with getting the appropriate approvals for the continuation of this project. The elevator project in Building 14 is almost finished and the elevator should be operational soon. And lastly, we began a project in Building 9 this week to upgrade the heating and air conditioning system. All of the HIM staff have had to be relocated to other areas and some to other buildings.

I want to again thank everyone for a great job of relocating the patients from Building 5 to Building 10 in January without incident. I know some staff have had to change buildings and I appreciate your cooperation on this effort. I also want to recognize the work Building 14 is doing to help with the backlog on our court ordered waiting list by moving 5 patients into the small unit on the second floor. Every little bit that we can do to address this backlog helps.

The Legislature is a little over ¾ of the way through the 104th session. This is when the heavy lifting begins. They have already addressed a number of difficult topics like the death penalty, prison reform, same sex marriage and the motorcycle helmet law. If you have had time to watch any of the debate on line over Nebraska Educational Telecommunications (NET), you know that the debate can get pretty spirited. But now is when they take up the big question of what the state can afford. The Governor's office sent their version of the budget for the 2015 – 2017 biennium to the Legislature back at the end of January. The Legislature's Appropriations Committee has developed their proposed version. Now the Legislature will try and reconcile the two. Once that process is completed, the budget is sent back to the Governor's office and the Governor can veto items in the budget. By the end of the session, the two versions have to be harmonized. The Legislature is not proposing to let any unspent funds carry over into the next biennium. That is why we may not be able to remodel S3 and S4. None of the other projects currently in process are affected which is why I said that it is a good thing that we got all the projects I mentioned earlier started when we did.

Finally this month, I want to talk about overtime and a strategy we are implementing to try and control it. I know some of you like working beyond 80 hours in a pay period and getting that extra money. I don't think you will ever have to be worried that there will not be any voluntary overtime to take advantage of. But, no one wants to be the recipient of mandatory overtime. We are doing a pretty good job of avoiding mandatory overtime but it still pops up from time to time. For instance in the three months of November through January we averaged a little over 3,000 hours of voluntary overtime as compared to an average of 80 hours of mandatory overtime. Those numbers are a little high because they included four holidays but the mandatory is pretty good compared to five years ago. Most of the overtime is used by the security specialists and nurses. With a turnover rate of around 40%, there will always be gaps in the security specialist schedule. And with the competitive nursing market, there will probably always be overtime for the nurses. What we don't want is mandatory overtime. We also know that people don't like to float to other buildings. My wife is a nurse at Madonna and she can't stand it when she gets floated to another unit. Sometimes we have to float people for safety reasons like when a patient is targeting someone. So, in an attempt to try and address both floating and mandatory overtime issues, we came up with the concept of a float pool.

Back at the end of March, Scott Rasmussen asked for approval to re-class some vacant positions to form a float pool for our security specialist classification. These positions will be assigned to wherever there are holes in the schedule and were specifically developed to float wherever needed. These positions get every other weekend off. Ten years ago the most senior security specialists had every weekend off while new people never got a weekend off. This caused considerable staffing issues and was the predominant reason we had 40 vacancies out of 200 security specialist positions and a boatload of mandatory overtime. Through attrition we converted each of the positions that had Saturday/Sunday off to Friday/Saturday or Sunday/Monday off. Some people don't mind working every weekend because they are continuing their education and are going to school during the week. Others don't mind every weekend because they like being off during the week. So, we still have some people who work every weekend. But we have through this conversion process, been able to give almost everyone 50% off on the weekend (at least one day each weekend) in the pay period. However, we don't have enough security specialist positions to give everyone a 50% weekend off who wants it. We posted 15 "float" positions and they were all filled within three weeks through the internal transfer process. Now, we have to go back and back fill the positions that those people vacated. This is money neutral because when we fill the vacated positions, this will decrease the overtime that we are paying because of holes in the schedule. And, after the vacant positions are filled, we will only have four vacant security specialist positions and that is a lot better than 40.

Again, I don't think we'll ever eliminate overtime so those of you that want it, will most likely get it. But we do want to avoid mandatory overtime so that people's lives are not disrupted. Just trying to make life a little better for all of us at LRC.

The results of last year's DHHS Employee Satisfaction Surveys were recently given to your Department Heads to share with you in staff meetings. The results overall were very positive and although the participation was down from 258 in 2013 to 216 in 2014, we look forward to the 2015 survey and I strongly encourage you to participate and make your opinions known.

The survey was divided into themes and LRC's top scoring theme was Nature of Work which broke down to these questions:

The work I do makes a difference

My work is very important to the community.

I think about ways to do my job better.

This is a great representation of the DHHS Values that stress the Constant Commitment to Excellence, Openness to New learning and Dedication to the Success of Others. Committing your role, whatever it may be, to providing the best most optimal performance you are able, is what makes the difference and makes our work important! Always thinking about ways to do things better, faster, more efficient is also an additional plus. There's nothing better than taking a painstaking process and finding a very sensible, easy solution! These questions also get to the heart of our WE CARE behavioral expectations as we empower ourselves to take ownership and pride in the work that we do.

The area that scored the lowest was theme Personal Investment. Those questions on the survey were as follows:

It is safe to voice my opinion.

My supervisor invests time and effort in my development.

DHHS is headed in the right direction.

I am aware of DHHS career development opportunities.

The lowest score was with the question "It is safe to voice my opinion." That is a question worth focusing on. In the Department Head meeting we discussed at length how important it is for employees to speak up, let us know what's on their mind, and to feel comfortable and safe doing so. Of course there are a variety of ways that people can voice their opinion which may or may not be appropriate. We would like, and expect that employees speak up in a manner that is not offensive or abusive. I can honestly say that I have never in my time at LRC seen anyone get in trouble for voicing their opinion. Some people may not have agreed with it or necessarily liked it, but they didn't get terminated or punished if they did so in a constructive fashion. Again, going back to our core values and our WE CARE expectations, part of committing to excellence is empowering yourself and taking accountability for your actions and role in the hospital.

The Department Heads have enlisted Tary Paris' help in getting all staff on the same page with how to make your voice heard, and to hopefully get the message on how important it is to speak up and get your voice heard in a safe and constructive manner. Think about the ACT with TACT model that we learned about in the Accountability workshops. Conflict can produce effective change and sometimes we have to experience the pain to grow.

As far as being aware of DHHS career development opportunities, I would challenge you to ask yourself if you have made yourself aware of the career development opportunities. There are training opportunities sent out at least every other week by the training department and EAP, and they offer a myriad of opportunities to develop skills and learn. In addition to that, the Retention Strategies Committee has been working on some ideas to bring training to all staff, aimed particularly at SSII's so that you feel more confident in your role in patient care.

One way to verbalize your opinion and/or to bring ideas/suggestions to the fore front is to complete surveys. This survey is crucial along with the recent PCC Survey that was sent and is due by May 11, 2015. Later this year, we will also be doing our second Safety Survey and your input on that will be essential. It's easy to say "no one listens to me" or to throw your hands up and give up! It can be challenging to speak up, be assertive, and let people know what you think. If you think about a recent change where the Nursing Staff were able to allocate 15 positions to be a Float Pool, this came from the last Safety Survey. People who were not afraid to speak up and say what you thought about how floating from building to building impacts your work, made a difference. They told us how this made them feel and we were struck with the fact that we needed to make a change. This pool will be starting soon and I am anxious to see what a positive impact this will make on your work experience. I want to thank the internal SSII's who took on this role and are going in with a positive attitude to make this work.

Another way to get your voice heard is to participate and/or get your thoughts/opinions to the Committees or Treatment Teams. Just because you may not work the same time that the committee is meeting doesn't mean you can't email someone on that committee and give them your input. On the share drive there is a list of LRC Committees. S:\LRC COMMITTEES. This list can provide you names of the facilitators and committee members. Please take the time to review and if you are interested in participating let us know!!!

It's a known fact that worker participation is critical for agencies/hospitals to manage health and safety. I rely on people telling me how things are on the units, how they manage situations in the heat of the moment because it is very easy for me and others to "think" we know the right answers and come up with policies and processes to handle them. It is much more successful when the critical players (YOU) are involved in the process.

Take time to complete surveys, know what committees are doing what, talk to and/or get information to the Treatment Team about what you see, what your observations are, and Speak Up! However, this quote is something to think about, ***"Before you speak, ask yourself: Is it kind, is it true, is it necessary, does it improve upon the silence?" ~ Shirdi Sai Baba***

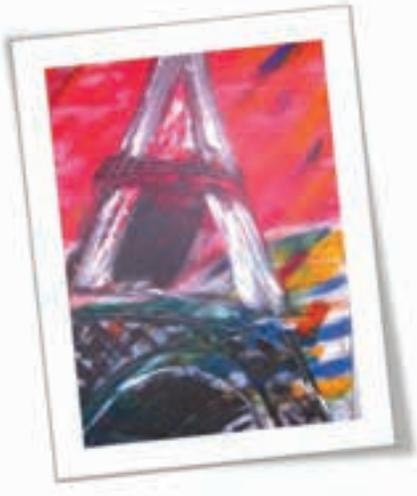
Kudos—Now That's PCC!

- ◇ ***Kudos to Kim Ramsey*** and Michael Smith for their hard work installing new computers.—Marilyn Olsen
- ◇ ***Kudos to Jeff Van Lent*** for hanging the “We Are LRC” sign.—Tary Paris
- ◇ ***Kudos to Anthony Blazio*** for his work de-escalating patients on S5.—Abby Hawthorne
- ◇ ***Kudos to Dr. Judson*** for bringing donuts to the social workers in Building #10 for Social Work Month.—Sandi Waldron
- ◇ ***Kudos to Dr. Anderson*** for providing baked goods from the Dietary Bake Sale for Building #10 staff.—Sandi Waldron
- ◇ ***Kudos to the Dietary Department*** for having another successful Spring Bake/craft Sale on March 24!
- ◇ ***Kudos to Tom Mahloch and Jim Reinsch*** for cleaning, prepping, and painting the medication room in Building #5! Great job! - Cindi Hunter
- ◇ ***Kudos to the person who washes the dishes after every potluck in Building #10.*** Wow! - Dr. Anderson
- ◇ ***Kudos to Tom Schmitz***, who regularly emails Dr. Anderson and other physicians recent journal articles about medical research and news. Tom is also helpful in multiple ways with the patients.—Dr. Anderson
- ◇ ***Kudos to Eric Howard and Jade Richtarik*** for excellent documentation on a Building #10 incident.—Lindsey Gonzales
- ◇ ***Kudos to Julia Dreamer, LMHP***, who stayed on the unit as an extra staff to assist if needed during the March 25 weather emergency drill.—Cindi Hunter
- ◇ ***Kudos to Building #5 and Building #14 staff*** for successfully transferring 5 S2 patients to Building #14, and to Building #5 staff for getting the other 10 patients moved to their new units. All this was done without even a ripple in the building or a single incident. Extra Kudos to Scott Collier and Les Adams for their hard work coordinating these moves.—Irene Hirschman
- ◇ ***Kudos to Dr. Lori Anderson.*** She constantly provides staff with treats and positive feedback. Every holiday that has passed, she has provided baked goods, candy, and décor. It's people like her that keep the environment positive and keeps us motivated to keep going. Thank you, Dr. Anderson.—Caitlin Bartman
- ◇ ***Kudos to all the staff in Building #14 and across LRC*** who helped make the elevator replacement project go smoothly. -Cindy Dykeman
- ◇ ***Kudos to the Dave Nicklas and the grounds crew (Mark Townsley, Adam Wegner)*** for the wonderful work they do on the grounds of LRC. Kudos also to the Arboretum Committee members (Dave Nicklas, Mark Townsley, Adam Wegner, Klaus Hartmann, Rachel Johnson, John Andreini, Stacey Werth-Sweeney, and Linda Henslee) for planning the 2015 Arbor Day ceremony. The Arbor Day celebration is truly a wonderful celebration of Spring and the tree plantings are a great way to remember those who have touched our lives.—Cindy Dykeman
- ◇ ***Kudos for Sue Childress*** for taking the lead on the Food Bank Drive at Whitehall in my absence.—Lori Gressley
- ◇ ***Kudos to all the Whitehall staff*** who donated food and money for the food drive.—Lori Gressley
- ◇ ***Kudos to Becky Meulemans*** for supervising the TR intern in Building #14.—Lori Gressley
- ◇ ***Kudos to Traci Haynes*** for keeping things straight and covered at Whitehall.—Lori Gressley
- ◇ ***Kudos to Dr. Dan Ullman and Kris Augustine*** for their assistance with interviewing for the Morton School Principal position. - Lori Gressley
- ◇ ***Kudos to Charles Wooldridge (Wooly)*** for helping me with interviews for the 11-7 shift. —Lori Gressley.
- ◇ ***Kudos to Marty Boomgaarden and Casey Santos*** for their ongoing and consistent good work with a difficult youth.—Wooly
- ◇ ***Kudos to Andy Miller and Randy Becker for hanging the new projection screen in the Wayne George Room.***—Tammy Foley
- ◇ ***Kudos to Andy Miller, and all LRC Maintenance Staff*** who enabled the Building #14 Elevator to be functioning in time for the Biometric Screenings on April 29. -Tammy Foley
- ◇ ***Kudos to John Weyer, RN Supervisor***, for covering for my groups when I was gone.—Lori Gressley
- ◇ ***Kudos to Dr. Shannon Black*** for always putting her best foot forward to advocate for the SO program in Building #5. She goes above and beyond for our patients and staff.—Diana Walker
- ◇ ***Kudos to Craig Cooper*** for all the support he has given his Team Leaders and SSII staff, and for fostering a PCC environment where others are empowered and can grow professionally as an employee and a person.—Scott Collier

Kudos—Now That's PCC!

- ◇ ***Kudos to the Grounds Crew (Dave Nicklas, Mark Townsley, and Adam Wegner)*** for their hard work, dedication, and preparedness for the Arbor Day celebration. The grounds looked extraordinary! GREAT JOB. -Julie Hendrickson
- ◇ ***Kudos to all Building #14 patients, staff and visitors*** for stepping up and down the stairs for 112 days while the elevator was being replaced and out of service. Out of commission elevator puts us all in better shape...-The LRC Maintenance Department
- ◇ ***Kudos to Terry Harmon in Housekeeping.*** Thanks for cleaning up our second hand chairs for the conference area. Our carpet in the entry way looks spiffy as well. Thank you. -The Maintenance Department
- ◇ ***Kudos to Rachel Johnson*** for just being the fantastic Spiritual Leader that she is and always being available for the patients.—Merilyn Olsen
- ◇ ***Kudos to staff from numerous staff across campus who participated in an educational tour of students from Ralston High School. Staff involved were Rich Schmidt, Tary Paris, Phil Jefferson, Susan Lassek, Kathy Ogle, Laurie Reinsch, Kurt Lockard, Amy Jappert, Jennifer Bennetts, Anna Walker, Keith Blackburn, Les Adams, Steve Carter, Allyson Headrick, Kelsey Kronhofman, Jennifer Cimpr Bohn and Dr. Rajeev Chaturvedi.*** 38 high school students visited LRC to learn about mental illness, and all the ways we provide treatment and keep people safe. These students learned more than they could from a lecture or textbook, and we may see some of them working here someday. Thanks again to all those who took time to share your experience and knowledge!
- ◇ ***Kudos to Dan Wade and Bruce Raffety*** for being great teammates! - Merilyn Olsen
- ◇ ***Kudos to Les Adams and Rich Campbell*** for making the floors in Building #5 shine! - Merilyn Olsen
- ◇ ***Kudos to the LRC Diversity Committee*** for organizing the May 1 Cinco de Mayo Celebration at LRC! Another grand fiesta was held with 125 employees participating, and the rain held off until lunch was over. Story on pages 11-12.
- ◇ ***Kudos to Anthony Kelley*** for winning the Diversity Employee of the Year Award for 2015! Story on page 12.
- ◇ ***Kudos to Brian Kokesh, HR Assistant,*** for saving the day on Tuesday, April 7 and Wednesday, April 8. There were 35 SSII interviews scheduled for those two days at the same time that a key member of the LRC Interview Team suffered from a horrible bicycle accident. Brian quickly and calmly rallied the rest of the Interview Team and none of the interviews had to be rescheduled. Brian's response to even considering rescheduling the interviews was, "no, too much work went into setting up these interviews, and besides it would not be polite to the people coming to be interviewed to postpone and we need to fill those positions." Now that is PCC.—Sharon Ziers
- ◇ ***Kudos to the S5 staff on all shifts*** for working in a volatile environment and being able to balance everything out to still create a therapeutic and safe setting for patients. You are the frontline staff who work with the most intense population from Day 1 and you set the tone to help the patients get to where they need to be so they can eventually be transferred to a less restrictive unit and work towards discharge. In many instances, S5 staff take the brunt of the negative behaviors which goes along with working with newly admitted folks, but you do not let that take away from your focus and the job at hand. I am proud to work alongside you all. What you do is not taken for granted, and most importantly, you are making a difference in helping others rebuild their lives! You all do this in a professional, caring fashion, and you represent what the PCC initiative is all about. Thanks for your dedication and your hard work! - Scott Collier
- ◇ ***Kudos to Building #3 staff.*** I am an RN in Building #5 on the evening shift who started in January 2015. For the first time, I was floated to Building #3. I was nervous and a bit scared going to a new place. The nurses on the evening shift: Brooke Sixta, Jerry, and Erin did a great job of helping me when needed and checking on me without being asked. They even went out of their way to help me give a patient medications. I was extremely overwhelmed by the comforting atmosphere they provided and it meant the world to me.—Carrie Patnode





2nd in the L.E.A.D.E.R.S.H.I.P. Series by Tary Paris
Eiffel Tower painting by Tary Paris

Everyone is capable of leadership! Not all leaders are supervisors. Not all supervisors are leaders. Where there are leaders, there are followers. Character is who we are when no one is watching, but how about when they are??

Leaders who are encouraging use effective, enthusiastic energy. They genuinely care about individuals and want to see them succeed. Effective leaders are enterprising in the ways they find specialized and unique ways to build rapport with their teams. By having people's best interests at heart, they encourage authentic followership.

Individual creativity allows people to problem solve and think without limits to work in the most effective way they can imagine. Creative people are not always the ones who have the solutions but they do have enough energy and drive to create a spark in others. Encouragement conveys their ideas will be heard. When they are left to do their jobs in the best way they know how, they can offer a spirit of brainstorming that creates an idea bank from which their teammates and the decision makers can draw.

Encouragement keeps the ideas flowing. Modeling encouragement to others motivates people to show up at meetings where buy-in can begin and decisions can be made. Encouragement filters throughout the organization: it's contagious. It might help someone be brave enough to ask the hard questions, so they can work toward finding solutions and providing better service. Encouragement from leadership sets a baseline of behaviors for management to follow. Managers are like the conduit of the organization, feeding information to and from all directions. Feeling encouraged fuels, supports, and inspires them to keep moving ahead.

Leaders can encourage managers to do their best and accept (or forget) the rest. Encouragement keeps the ball rolling for the manager who might feel stuck behind barriers.

When managers accept encouragement, it shows other employees how to accept both compliments and constructive criticism. That can be motivating to people who need a little boost. Employees appreciate an intelligently offered suggestion that comes from the heart. Managers who choose to pay encouragement forward receive the gifts of positivity as well as strengthened work that combined the thoughts and ideas of the team. Encouragement doesn't cost a thing and can increase productivity thousand-fold.

If leaders don't encourage their managers to make hard decisions, and support them when they do, managers may stagnate or even burn out. Stagnation can negatively affect an organization that needs to stay current with technology and advancing changes that could be discovered through continuing education or tapping into the current knowledge of newer or freshly educated staff.

Taking chances on newer staff and supporting established staff encourages stepping up, accountability, taking on more responsibility, and success. Supportive behavior is crucial to grow leaders, and model positive decision making to create successor opportunities. Where there is fluidity, mistakes and hurdles are easier to bounce over. Encouragement affects everyone either directly or indirectly. Encouragement is the fuel for resiliency.

Team of the Quarter: Psych Certified Nurses



The LRC RNs who have achieved Psychiatric Certification were the Team of the Quarter for the 1st Quarter of 2015. Congratulations to Vickie Bowles, John Bruns, Karen Brocksmith, Vicky Buchholz, Doug Burton, Mary Chirnside, Larry Cook, Craig Cooper, Melinda Diaz, Brenda Dickinson, Tony Egeberg, Jerry Forstrom, Ellie Friesen, Mary Gallagher, Despi Gallardo, Laurie Good, Marijo Herman, Irene Hirschman, Jeanann Jelinek, Cheryl McMurry, Leslie Montgomery, Nathan Nedley, Sheryl Olson, Wanda Osterbuhr, Linda Paulson, Rachael Peters, Brooke Sixta, Sam Smith, Allison Strom, Billie Thompson, John Weyer, and Todd Falter!

These nurses took the time from their work schedule to build their confidence and increase their knowledge of how to work effectively with psychiatric patients and obtain Psychiatric Mental Health Nurse certification. RNs who received this certification participated in 20 hours of class time and spent extra time studying on their own to prepare for the 3.5 hour exam. These RNs helped each other, gave each other encouragement, studied together, and helped mentor others who experienced test anxiety. Nursing Leaders Jeanann Jelinek, Vicky Buchholz, and Cheryl McMurry set up classrooms and study groups to keep things interesting and keep everyone's enthusiasm going!

Psychiatric certification will greatly impact quality care and treatment for our patients that our RNs provide. Obtaining this certification is a great example of going above and beyond what is expected to help better yourselves, be a model for others to excel, and to achieve something that will benefit so many patients you have contact with. The hope is for this new certification to result in increased competency and strengthen the Nursing Department. In the long run, it may also eventually help LRC seek a more competitive pay range for psychiatric nurses. Great job, RNs!



**HAPPY NURSES' WEEK TO ALL LRC
NURSES:
MAY 6 THROUGH MAY 12, 2015!!**



Supervisor of the Quarter—Scott Collier



Congratulations to Scott Collier, Team Leader, for being selected as the Supervisor of the Quarter for 1st Quarter 2015. Employees who nominated Scott state that he is always positive and truly cares about the population we serve. He jokes with the patients and uses humor to defuse hostile situations. He is not only willing to help on his own unit but he goes to the other units to help with whatever is needed. Scott usually spearheads the quarterly training in Building #5 by setting up the dates and times for the trainings. He also notifies 11-7 shift staff so they are aware in advance of the need to stay late for trainings.

Scott is always in a positive mode for all of his staff. He uses humor and a positive attitude to work through most situations. He has initiated several special days in Building #5 such as "Wear Your Favorite Team's Jersey Day." He also developed the idea of renaming the units in Building #5, going with the Arboretum concept and naming the units after native Nebraska trees, to help foster a more caring work environment.

Scott is one of the leaders in the PCC movement in Building #5. He creates special days and events to help develop team spirit in Building #5, and this boosts the morale of staff involved!

From Tree to Bear, Eagle, and Owl

During the week of March 9, Rex Art, owned by Mark Rexinger, came to the Lincoln Regional Center campus to carve two beautiful sculptures from two trees in the LRC Arboretum. Scott Johnson from Minnesota carved a bear out of a blue spruce tree that was estimated to be 75 to 80 years old and 75 feet tall. Mark Rexinger from Lincoln NE carved an eagle out of a 52-year-old black walnut tree. The blue spruce tree had been dying for a few years, and construction in and behind Building #10 for a new kitchen and a new dock required the loss of the black walnut tree. Our Arboretum curator, Dave Nicklas, asked that 10-foot stumps from both trees be saved so these amazing creations could stand boldly on the path of the LRC Nature Trail. After the bear and eagle were completed, Dave contracted Mark Rexinger again for one more carving and an owl was sculpted out of a diseased pine tree in the circle area in front of Building #14. LRC employees feel very fortunate and proud to have Bear, Eagle, and Owl gracing our grounds with their presence. Thank you to Julie Hendricksen, Rachel Johnson, and Merilyn Olsen for submitting the following photos.



Arbor Day

LRC held its annual Arbor Day ceremony in our Arboretum on Thursday, April 23. This year, 12 memorial trees were planted in honor of former employees who have passed away. Family members of the deceased participated in the ceremony by helping to spread mulch on the trees planted for their loved ones. In addition, a 13th tree was planted in honor of the Staley Family, who visited LRC last fall to place a headstone on the grave of their ancestor, Solomon Staley, in the LRC cemetery. Our guest speaker for the 2015 Arbor Day ceremony was Dave Titterington, founder of the Wild Bird Habitat Stores in Lincoln. Dave spoke about the importance of the LRC Arboretum for birds in the ecosystem surrounding the LRC campus, Pioneers Park, and the neighboring creek beds. Dave also provided generously discounted bluebird houses for LRC patients to paint in this year's annual Arbor Day art and poetry contest. LRC will soon have 25 new colorful birdhouses spread around the Arboretum! The following trees were planted this year: 1) a Triumph Elm for Carol Cave; 2) a Princeton Elm for Maury Egan; 3) a Chanticleer Pear for Betty Parra; 4) a Canaan Fir for Pete Beeson; 5) a Columnar Blue Spruce for Brad Slick; 6) a Royal Raindrops Crabapple for Connie Bliss; 7) a Bosnian Pine for Tom Roof; 8) a State Street Maple for Keith Leech; 9) a Hot Wings Maple for Gilbert Nelson, 10) a Kentucky Yellowwood for Kathleen (Kay) Freauf; 11) a Nordmann Fir for William Stone; 12) a Shumard Oak for Gregg Nicklas, and 13) a Catalpa tree in honor of the Staley Family.



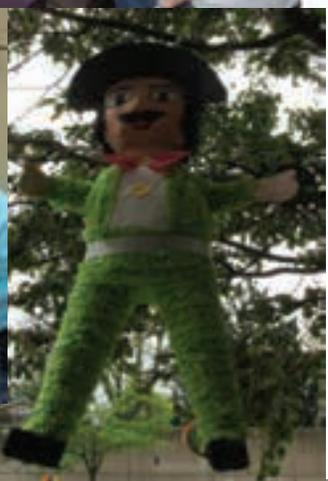
New DHHS CEO Visits LRC

On April 7, 2015, our new DHHS Chief Executive Officer, Courtney Phillips, visited LRC to meet employees and tour the campus along with Acting Behavioral Health Director, Sheri Dawson. Courtney met with the LRC Steering Team at the start of her visit and then toured each patient care area to learn about our facility. During her tour, Courtney was able to say hello to the Building #10 treatment team, see the new construction/renovations occurring in Building #5, spend a few minutes observing a patient group in progress in Building #5, and be introduced to new employees attending New Employee Recognition and Orientation. She spoke with LRC Steering Team members regarding her plan to spend time with the Division Directors and Agency Administrators to learn about each of their department's roles, goals, successes, and challenges. Courtney emphasized the importance of building relationships and keeping lines of communication open, and she shared some of her experiences in the State of Louisiana Behavioral Health system. Thank you for visiting us at LRC, Courtney!! We look forward to working with you. Thank you also to everyone who assisted with the tour and introduced themselves to Courtney.



Cinco de Mayo Photo Collage

Once again, the LRC Diversity Committee put on a great Fiesta to celebrate Cinco de Mayo on Friday, May 1. Employees enjoyed a lunch of tacos, beans and rice, and a plethora of potluck desserts! Drawings were held for prizes that included planted pots and hot sauce! Kudos to the Diversity Committee for holding this wonderful community event. The Diversity Person of the Year Award was given to Anthony Kelly, LMHP! Photos by Tary Paris and Linda Henslee



Cinco de Mayo



Anthony Kelly Named 2015 Diversity Person of the Year



This year the LRC Diversity Person of the Year is Anthony Kelley. Anthony Kelley is a Therapist in the Building 14 Sex Offender Program. Anthony is very cognizant of diversity issues and always respectful to others. His calm and friendly personality makes others comfortable. Anthony is always willing to share his knowledge and his own personal experiences concerning diversity.

Anthony has been actively involved in the Lincoln/Lancaster County Community. He has been recognized for his participation in different leadership conferences, served on a variety of boards, been a mentor for the Strong Courageous Girls program, and is currently the Program Coordinator for the Talented Tenth Program. This program provides African American Males between 13-18 with cultural awareness, social support and academic enrichment. Anthony has spoken to students at Doane, UNL and the Malone Community Center about cultural awareness and diversity issues.



Anthony thank you for being a great role model and spokesperson for diversity and cultural awareness here at LRC and in the Lincoln/Lancaster County community!

Strut Your Stuff Winners.....by Becky Meulemans

Congratulations to Strut your Wellness Stuff Award Winners for March and April - Lisa Holz, Brian Kokesh, Diana Walker, and Todd Falter! These individuals have all been successful with making health lifestyle changes.



Over a year ago, Lisa and Brian both participated in Fit Wars on LRC Campus. The two of them continued holding each other accountable in the Administration building with weekly weigh-ins and smoothie challenges. For Lisa, she has made gradual progress over the last year and has lost 20 pounds and 12 inches off 3 different areas of her body. However, she says that the biggest change is in the way she feels. At last year's LRC Employee Health Fair, she began talking with a personal trainer, Heather, from Body OverHall, and began working with her to develop individualized, meaningful workouts and eventually started committing to healthy eating habits, not a diet! She found that she really benefits from the "in your face" motivation that the trainers at Body OverHall offer. In order to get results, Lisa recommends that people set their days to work out, think ahead and plan for food and meals, and grocery shop one time per week for fresh foods.

Brian said that in his life he's made many attempts at healthy lifestyle changes and failed many times. He said that over the past couple years, he started attending the Lunch and Learns offered on campus and started applying the concepts bit by bit. Brian believes that an important thing to remember is that you can't be afraid to fail. You need to be willing to experiment and make the advice you are given work for you as an individual. Brian has been committed to working out at lunch five days per week and has been cooking and making healthy foods at home. He found that Fit Wars and Smoothie Challenges in Building 9 helped him to stick with it and be held accountable. Brian noticed that he feels better when he's not eating junk food and over time, he's enjoyed increasing his endurance and being able to run faster. He finds it best to not focus on measurements but rather on the choices and the measurements will follow.



Todd Falter and Diana Walker teamed up for a recent challenge at Body OverHall and took first place as a team! Todd took first place individually and Diana took second. Todd advises that if you want to be committed to a healthy lifestyle, it's best to set a time and just do it. Every day think about, "What am I eating?" and think about exercise, it's most important to do *something* physical. Todd says that he was really inspired by his mom because at this point in her life she has become unhealthy and has a hard time even getting out of her chair. He realized he wanted to compete in a triathlon and was determined to make healthy changes. He changed his diet to be higher in protein and lower in carbs, cut out pop and alcohol, and started working out intensely 4-6 times per week. Not only has Todd lost a total of 50 pounds, he explains how he feels "tremendously" better, with a lot more energy, and is thrilled to be able to do simple things more easily, like not getting tired walking up several flights of stairs and being able to run all the bases in softball.

Diana has had a journey of finding what works for her to live a healthy lifestyle. In the first few weeks of really eating clean, she felt like her body was rejecting the changes. However, then it became mind over matter, she tweaked meal plans to make them work for her. She found some good food alternatives for things she liked to eat before. When she wanted to go back to an old food that she enjoyed and asked her trainer about it, she responded, "Sure of course you can eat it, but how was that working for you before?" She has found that people want results without making changes and feels that the number 1 thing to remember is that it's not a diet, it's a lifestyle change. It's a choice to eat healthy each day but not giving up completely when you decide to reach for a donut once in a while.

Way to go Lisa, Brian, Todd, and Diana; you have all worked and continue to work extremely hard to maintain a healthy lifestyle. Keep strutting your wellness stuff!

Bowling Night.....by Becky Meulemans

Thanks to all those who attended the LRC Annual Bowling Night sponsored by the Wellness Committee on March 14, 2015. There was a grand total of 10 teams totaling 50 participants! Congratulations to the Highest Scoring Team: **Randy Becker, Jeff Van Lent, Jeff McCain, Dave Scott, Tom Mahloch**. Congratulations to the individual winners: **Dave Younger and Tary Paris**. ** A BIG thanks to all who continue to support the Wellness Committee. Thank you to Becky Roberts and Julie Hendricksen for these photos!



Winning Team with their prize LRC bags





Good Catches



The Compliance Specialists are 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 and April.



- Tim Elario, SSII, assisted another staff to quickly find a misplaced accountable item on 3/2/15.
- Rhonda White, SSII, assisted another staff to quickly find a misplaced accountable item on 3/2/15.
 - Kayla Lipker, SSII, saw a patient choking on 3/19/15.
- Brooke Sixta, RN Supervisor, did the Heimlich maneuver on a patient who was choking on 3/19/15.
- Monet Mc, SSII, gave good feedback and suggestions regarding a patient potentially concealing contraband in her protective sleeves on 3/13/15.
- Scott Collier for great demonstration of several Mandt practices during an intervention on 3/31/15.
 - Matt Ryan, SSII, for having his RADAR on in the dining room on 3/23/15.
- Abby Hawthorne, Compliance Specialist, for finding an unsecured gate on grounds and taking care of it on 3/24/15.
 - Michelle Meidt, SSII, for finding a pill on 2 West under a table and giving it to an RN on 4/15/15.
- Paul Manestar, SSII, for finding contraband during a unit search on 4/15/15 and removing it to ensure a safe environment.



Susan Utoft (left) with Team Leader Kristin Woods



Paul Manestar (right) with Team Leader Ryan Crilly



Brooke Sixta

Congratulations to Susan Utoft, SSII, for winning the February Good Catch Award, to Brooke Sixta, RN Supervisor, for winning the March Good Catch Award, and to Paul Manestar, SSII, for winning in April.



Food Bank Drive Results.....by Sharon Ziers



The State Campaign Against Hunger-Food Drive was another success for LRC and the Food Bank of Lincoln. A grand total of 365 inches of food was collected (in our non-scientific measurements) beating our all-time record of 288 inches in 2008. The total of cash donations was \$145.00 multiplied by the 4.8 magical amplification of the Food Bank would be \$696.00. For you competitive types out there the results are:

Whitehall continues to be the undisputed champion in the #1 bracket. Here is a message from Lori Gressley, the Whitehall Food Bank Cheerleader along with Sue Childress: "During the State of Nebraska Food Bank drive, Whitehall shows its generosity each year by surpassing the amount donated the year before. Whitehall may be a small campus, but the employees here have a very big heart. Just look at those food barrels and all the food in sacks and boxes. That's why we are called the WOMBAT (Where One Means Being

A Team)! Well put and here is a photo of the Food Bank collection at Whitehall.

Dietary finished as a strong 2nd place. Thanks to all who participated in this year's Champaign Against Hunger.

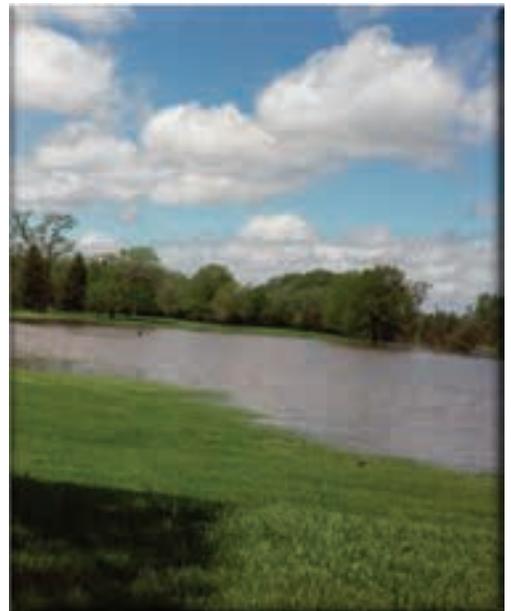
Spring Campus Photos



Jeff Van Lent and Jeff McCain hanging the new flags for Admin. Bldg. Photo by Gordon Tebo



PCC: Pooch-Centered Cuteness. Envy's our Lady in the Lilacs. Photo by Rachel Johnson



Flooding Hits Close to LRC:

Top left photo: LRC Softball field

Bottom left: Entrance to Campus from Folsom Street.

Photos by Marilyn Olsen



Squirrel Surveying the Scene from his Perch top. Photo by Marilyn Olsen

Around the Web.....by Tom Schmitz

May is the month for baskets, bowers and beliefs.

It is Lyme Disease Awareness Month and the best private organization-based site that can be recommended to patients for education on Lyme disease is that of the **American Lyme Disease Foundation**. Information can be found here: <http://www.aldf.com/>

May is also National Mental Health Month. During this month, **National Health America** runs a number of activities based on a central theme which this year is **B4Stage4**, and refers to an emphasis on early detection and treatment of mental illness. More information and a toolkit can be found at their web address:

<http://www.mentalhealthamerica.net/may>

Check Out These New Booksby Tom Schmitz

- 1) *Success Through Stillness* by Russell Simmons
- 2) *Boundaries* by Henry Cloud
- 3) *The Decision Book* by Mikael Krogerus
- 4) *I Hate You, Don't Leave Me* by Jerold J. Kreisman
- 5) *Dragon Lance Chronicles Trilogy* by Margaret Weis and Tracy Hickman
- 6) *Getting into Guinness* by Larry Olmsted
- 7) *The Hornet's Nest* by Jimmy Carter

- 8) *Understanding Pathophysiology* by Sue Huether
- 9) *Payne Stewart* by Tracey Stewart
- 10) *When Baseball Went to War* by Todd Anton

Please add his link to your desktop shortcuts and send your requests to me. - Thanks, Tom

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

Here is a link to the LRC Resource Center Catalog:

<http://bf200s62/quest/servlet/presentquestform.do?site=105>



Diversity Committee Quotes: May

May is the month for school endings and graduations. Here are a few diversity quotes to share with your kids and graduates.

“We all live with the objective of being happy: our lives are all different and yet the same.” – Anne Frank

“Could a greater miracle take place than for us to look through each other’s eyes for an instant?” – Henry David Thoreau

“United we stand, divided we fall.” – Aesop (620 -560 B.C.)

“We may have different religions, different languages, different colored skin, but we all belong to one human race.” – Kofi Annan

“The greater the diversity, the greater the perfection.” – Thomas Berry

“When I see you through my eyes, I think that we are different. When I see you through my heart, I know we are the same.” – Doe Zantamata

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

Its spring! Time for renewal in nature and renewed vigor in rejuvenating and reviewing the LRC Policy Committee. Here are the policies that were revised in March and April:

- EC-Security-11 (LRC) Security Psychiatric Emergencies
- EC-Life Safety-07 (Whitehall) Fire-place Safety
- IM-14 (LRC) Medical Record
- IM-19 (LRC) Telefacsimile and Email Transmission
- PC-25a (LRC) Waived Testing
- PC-56 (LRC) Hand Off Communication
- PC-02NS (LRC) Restraint Application
- PC-15a (Whitehall) Elopement Risk Precaution
- PC-68 (LRC) Patient Identification
- MM-15 (LRC) Metabolic Syndrome Monitoring
- RI-14 (LRC) Visiting Procedure
- HR-41 (LRC) Kronos Timekeeping
- EC-Miscellaneous-07 (LRC) Employee Owned Personal Property Use on Grounds
- EC-Safety-07 (LRC) Temperature Logs Dishwashing
- HR-19 (LRC) Therapeutic Environment
- HR-20 (LRC) Staff Patient Relationships
- IM-03 (LRC) Information Systems—Employee Access
- IM-13 (LRC) Use of the Confidentiality Agreement
- IM-22 (LRC) Removal of Protected Health Information from Hospital Grounds
- IM-23 (LRC) Notice of Information Privacy Practices
- IM-24 (LRC) Use of Unsolicited Information from Friends/Family Members
- IM-25 (LRC) Designated Record Sets
- PC-30b (LRC) Supervision of Patients Outside the Program

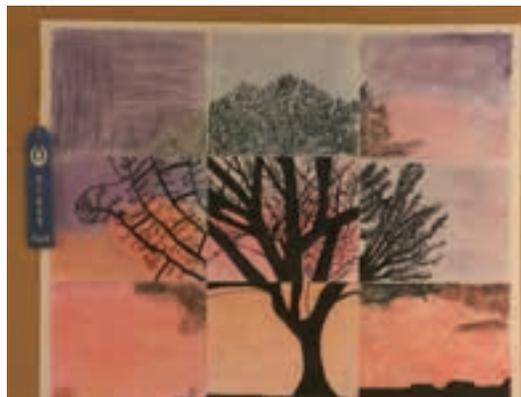
Open Enrollment Reminder.....by Nichole Newland



This year's open enrollment begins at 8:00 a.m. on Wednesday, May 6th and ends at 5:00 p.m. on Wednesday May 20th. Open Enrollment is required for all permanent employees, even if you do not wish to receive any health insurance benefits. The 2015-2016 Options Guide can be found on the LINK website, please review prior to open enrollment. You will need your Employee Work Center Username and Password to complete your open enrollment, if you have forgotten your username/password or need it unlocked please contact the AS Link Help Desk at 402-471-6234.

Patient Art

Congratulations to the Building #14 2 West Expressive Art Group led by Becky Meulemans! This group won a first place ribbon in the Arbor Day art contest. Each patient had a section of the pictures to draw and design. These art pieces are on display in Building #14 on 1st and 2nd floor.



Welcome these New LRC Employees..... by Nichole Newland



Samantha Adams, SSII, Bldg 14



Robert Adrian, SSII, Bldg 10



Michelle Bradley, SSII, Bldg 5



Tracy Coleman, SSII, Bldg 5



Joshua Gray, SSII, Bldg 14



Bobbie Hunter, SSII, On Call



Seth Irwin, SSII, Bldg 5



Roderick Jordan, SSII, On



Kelsey Kester, Food Service Leader, Bldg 10 Canteen



Christian Lee, SSII, Bldg 5



Ryan Mika, SSII, Bldg 3



Topacio Ortiz, SSII, On Call

Welcome these New LRC Employees..... by Nichole Newland



Andrew Pennock, Activity Specialist
Bldg 3



Kara Polt, RN, Bldg 5



Dale Reeves, Food Services Cook



Jessica Shepherd, Team Leader,
Bldg 3



Kyrie Trofholz, SSII, Bldg 5

Please join us in welcoming these new employees our returning employees!!

Returning Employees—Welcome Back, Raven and Kendon!



Raven Frickey, SSII, On Call



Kendon Robertson, SSII, On Call

Strawberry Kiwi Salad with Balsamic Dressing

Ingredients

1/4 cup balsamic vinegar	1/4 cup brown sugar
1/4 cup cream cheese	4 cups spring mix salad
2 cups sliced strawberries	2 kiwis, peeled and sliced
1 cup fresh peas	1 cup sliced almonds



Directions: 1) Combine balsamic vinegar and brown sugar in a small saucepan. Heat over medium heat for about 5 to 6 minutes or until mixture is reduced to half. Remove from heat and stir in cream cheese to form a creamy sauce. 2) Prepare four salad bowls. Place cup spring mix in each bowl. Top with 1/2 cup sliced strawberries, kiwi slices, and 1/4 cup fresh peas. 3) Drizzle balsamic dressing over salad. Top with 1/4 cup sliced almonds.

Lemon Curd Tart (recipe adapted from Martha Stewart)

Ingredients:

For the Crust:

1 cup all purpose flour
2 Tbsp sugar
Salt

1/4 tsp finely grated Meyer lemon zest (regular lemons can be used if Meyer lemons are not available)
1 stick cold unsalted butter, cut into pieces
1/2 tsp pure vanilla extract

For the Lemon Curd:

2 large eggs plus 3 large egg yolks
1/4 cup plus 2 Tbsp sugar
1/4 tsp cornstarch
3 Tbsp finely grated Meyer lemon zest, plus 1/3 cup fresh Meyer lemon juiced (from 3 lemons)
6 Tbsp unsalted butter, cut into small pieces



Directions: 1) Preheat oven to 375 degrees. Make the crust: Whisk together flour, sugar, 1/2 tsp salt, and the lemon zest in a large bowl. Cut in butter with a pastry cutter or your fingers until dough begins to hold together. 2) Stir together 1 Tbsp water and vanilla, then mix into dough. Shape dough into a disk, and wrap in plastic wrap. Refrigerate for 30 minutes. 3) Using your fingers, press dough evenly into bottom and up sides of a 9-inch fluted tart pan with a removable bottom. Freeze for 30 minutes. 4) Bake tart shell until golden, about 25 minutes. Let cool completely. 5) Meanwhile, make the lemon curd: whisk together eggs, egg yolks, sugar, and cornstarch in a medium saucepan. Whisk in lemon zest and juice. Cook over medium-low heat, stirring constantly, until thick enough to coat the back of a wooden spoon, about 7 minutes. Remove from heat and whisk in butter, one piece at a time. 6) Pour filling into cooled tart shell. Bake until filling is browned, slightly puffed, and set, about 30 minutes. Let cool completely.



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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: Becky Meulemans, Merilyn Olsen, Rachel Johnson, Cindy Dykeman, Teresa Hansen, Julie Hendricksen, Becky Roberts, Todd Falter, Diana Walker, Lisa Holz, Brian Kokesh

One More Recipe

Calico Bean Slider Burgers

Ingredients:

- | | |
|--|---|
| 1 cup finely diced mini portabella mushrooms | 1/3 cup cooked brown rice |
| 1/2 cup thinly sliced green onions | 1/3 cup black eyed peas or Northern white beans |
| 1/3 cup kidney beans | 1/3 cup black beans |
| 1 tsp dried thyme | 1 tsp sweet basil |
| 1/2 tsp rosemary leaves | 1 tsp dried oregano flakes |
| 1 Tbsp canola oil | |

Instructions:

- 1) Combine all the ingredients except for the canola oil in a food processor until well mixed.
- 2) In a medium frying pan, heat the canola oil over medium heat.
- 3) Form patties out of two tablespoons of bean mixture.
- 4) Cook five minutes on each side.
- 5) Serve on a dinner roll or in a wrap with your favorite sides.

