



# LRC REALITY CHECK

## Alexandra Beck is the February 2015 PCC Employee of the Month



Congratulations to Alexandra (Alex) Beck, SSII, for being selected as the February 2015 Employee of the Month. Alex started working at LRC in September, 2013. Her co-workers state that she is great with the patients we serve, and always interacts positively with them. She never complains about anything. Alex is upbeat and willing to help out with whatever needs to be done. She is a great example to others. Her positive, supportive attitude makes her a blessing to work with. By being such a consistently positive and reliable staff member, Alex is a great role model not only to the patients but to her co-workers as well.

The unit runs efficiently in part because when Alex sees something that needs to be done, she is on it. She is always seeking out things to do. She takes care of recycling and does many optional activities with the patients. A co-worker has compared her ability to learn new things to a "chess computer." Alex volunteers for overtime, which avoids others having to work mandatory overtime shifts. She is described as having a work ethic and motivation that is not always easy to find these days. One co-worker stated, "if we were all like Alex, PCC training would be unnecessary!" On top of all this, Alex also bakes yummy treats to bring to co-workers to brighten their day. Congratulations, Alex, and thanks again for all that you do!

## Patty Stoki is the March 2015 PCC Employee of the Month



Congratulations to Patty Stoki, Administrative Assistant II for the Whitehall Morton School, for being selected as the March 2015 PCC Employee of the Month. Patty began working for the State of Nebraska in 2003. Her co-workers state that Patty says hello to each of the youth individually as they walk by her door each morning. She recently assisted two youth in developing good study habits by working with Para Pro and rewarding these youth with the specific rewards they chose. Patty keeps the youth informed of their grades, credits, and the areas they need to improve on all the while treating them with dignity and respect. She is a positive role model for the youth as she always has a smile on her face and never utters a negative word. Patty willingly lends a hand

regardless of her job duties and never complains.

Patty has the title of Assistant Administrator for Morton School, however, over the past few months, she has taken on principal duties as well due to the principal being out on medical leave. Patty finds the time to take on extra projects in the school while completing additional job duties as the students are always her top priority. She ensures that communication between the youths' home schools, parents, guardians, probation officers, and others is accurate. She takes the time to answer any questions people may have. Patty has been taking the time with a youth to Skype his home school so that he can participate in speech therapy and she then practices his homework with him. Patty always encourages the youth and comes up with ways to reward students for positive behaviors and for the progress they are making in school. She also encourages staff and helps them brainstorm ways to improve their work lives. She works hard and is positive, personable, and professional in all situations with people she encounters. Patty finds the positive in people and is always willing to help. She is a fantastic listener and does not engage in gossip. She is constantly thinking about how she can help things go more smoothly. Congratulations, Patty, and thank you for all your hard work!

Come On Springtime

Is it cold enough for you yet? In my article last year at this time, I told you how I despise this time of year. Once again, the holidays are just a memory, the garage floor is a mess from all the gravel that has been tracked in on the car tires and dried and I am tired of having to bundle up like an Eskimo every time I want to go anywhere. To make things even more unpleasant, the sun takes a hiatus during February and it feels like we're living in a terrarium. But, as the days wear on, we can take solace in the fact that spring and warmth and sunshine will soon be here.

For the past couple of months I have reported on a number of projects that we were about to start around campus that we have been looking forward to for quite some time. Well, if you look around, you'll see activity everywhere. The kitchen relocation project in Building 10 is well underway. The new fences for Buildings 5 and 3 are installed and just about finished. This project has gone much slower 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 is well underway. The asbestos has been removed, demolition is complete and the contractor is moving along nicely. The nursing unit is stubbed in and the ceiling is progressing. I want to thank everyone for a great job of relocating the patients in January without incident. I know some staff have had to change buildings and I appreciate your cooperation on this effort. New flooring has been installed in Building 10 and the second floor was painted. I also want thank Drs. Anderson, Judson and Tatay and all the staff in Building 10 for stepping up and taking on 10 additional patients. I know that it is a little crowded but you handled this smoothly and again, without incident. The elevator project in Building 14 has begun and the elevator is no longer in operation. There was a problem with the alignment of the elevator shaft which was addressed. I know not having the elevator is an inconvenience for everyone in Building 14 and I appreciate your patience as the project progresses. Just think of how nice it will be when you want to go up to 3rd floor and you don't end up in the basement instead. And lastly, there are projects around campus that most of us never see or hear of like the boiler replacement in the power plant that Maintenance is dealing with. So, things are pretty busy around campus.

Things are pretty busy down at the Capitol too. Governor Ricketts has appointed Courtney Phillips as the new CEO of the Nebraska Department of Health and Human Services (DHHS). She is from Louisiana and will begin her leadership on April 2, 2015. He has also appointed Calder Lynch, also from Louisiana, to serve as the next Director of the Division of Medicaid and Long-Term Care at DHHS. And finally, he appointed Scott Frakes as the Director of the Department of Corrections. He is from Washington state. Once Ms. Phillips arrives, we will probably be closer to getting a new Director for Behavioral Health.

The Legislature is in its 32nd day in session as I write this. This year is a long session that runs until June 5th. There are a number of pieces of legislation that could affect us. Four bills were introduced in response to the Legislative investigation into the release of Nikko Jenkins, the errors in calculation of prison sentences, prison overcrowding, the use of administrative segregation of prisoners in Corrections and the provision of mental health services to individuals in prison. Estimates have shown that anywhere from 20 to 40% of prison inmates have a mental illness. The Legislative committee determined that additional mental health services are needed. However, additional services come with a price and LRC, the state hospital, is full. And, the Legislative committee concluded that the state must have a secure state of the art facility for the dangerously mentally ill. It will be interesting to see what the Legislature does to address these issues.

The Governor's office has sent their version of the budget for the 2016 – 2017 biennium to the Legislature. The Legislature's Appropriations Committee is working on their version. Once it is completed, it is sent back to the Governor's office and the Governor can veto items in the Legislature's budget. Then, there is much negotiation and compromise and the two versions are harmonized. Some years this process comes together quickly but some years it stretches out to near the end of the session. I expect that this year it will take longer because we have 18 new members in the Legislature. There are no surprises for us in the current versions. The Legislature is not proposing to let any unspent funds carry over into the next biennium. That means we may not be able to afford to do some of the projects around campus like we have. For instance, we are paying for the kitchen renovation out of LRC's unspent funds from previous years while the Building 14 elevator replacement is being paid for by DAS. So, it is a good thing that we got all the projects I mentioned earlier started when we did. Stay tuned.

And, I just can't wait for the grass to turn green again. A convertible is no fun in the cold!



**Gotta Love It**

February is known as the month of love, largely due to the fact that Valentine’s Day is the major holiday of the month. Although we are fortunate as State employees to have Presidents Day as a holiday, I would guess that Valentine’s Day trumps the Presidents’ birthdays. Valentine’s Day is focused on the love between couples and relationships, but what about your job and the relationships you have here? In couple’s therapy, they are encouraged to make time for one another, not take each other for granted, keeping priorities straight and to have fun with one another.....kind of sounds like that might work with your work relationships too.

We learned in our PCC Journey the importance of building Relationships with one another and how important it is to build win-win partnerships. Respecting each other and the variety of roles we play is essential as well as sharing thanks, getting others involved and creating winning solutions to issues and concerns we face here at work. Taking the time, not taking each other for granted and keeping our priorities straight at work could only enhance our working relationships.

As in all relationships, working relationships may also seem to fade over time, when the honeymoon stage dies down and you have to work hard at keeping up excitement to come to work, and ways to keep loving your job a choice. You have to think about the positive aspects, what do you love about your job? What keeps you coming back? Who do you enjoy being around? What about the work you do makes you feel great? Sometimes in order to love something fully, we have to work at it. We spend more time at work than we do at home, so if it’s dreadful to come to work, you have to find out why. It’s not healthy for you or for our patients to have people here who are unhappy, disinterested, and dreading their workday. That said, even if you do love your job, we all have our moments when we aren’t on top of our game, when things, maybe other people try to get us down. You have to go back to your answers to the questions above and do what’s in your heart.

Recently watching bits of the Grammy’s, Oscars, and the Super Bowl I thought to myself isn’t that the life? The work they do seems to be things they are just naturally gifted at doing, and they make a TON of money! That would be ideal. At the same time, I have worked at LRC with some very talented and naturally gifted people who just seem to know the right things to say, the right things to do in order to calm people, to get major jobs and undertakings completed, and to make our staff and patients feel safe. Many of you are naturally gifted in this way and that’s what makes you a superstar at your job. In 2015, I

have a goal for the Staff Trainers, Tary Paris, and others in that Department, to really focus on education offerings and trainings to help all of you have something that you can do to learn more about what you can do to increase your skills. I would like all staff who are interested in LRC being their career or to be promoted, to have something that keeps the spark alive. For some of you, the classes may be a refresher course on what it means to work here and what that entails. I believe that we have to feel confident in our ability, no matter what job we do here at LRC. We have to know our stuff because things can turn on a dime, and we have to be ready and willing to take on those challenges. Loving your job, makes those challenges surmountable.

Enthusiasm is contagious and if you love your job, commit to radiating positive energy, good things will happen. Not only will your days at work be that much more enjoyable, but people are drawn to people who are positive and enthusiastic. No one likes a downer, or complainer. They might engage with the complainer for a while but over time, those kind of people wear others out and people lose interest. Be the one who people strive to emulate, the person that draws others in to find more efficient and better ways to do our jobs. That’s the kind of positive spirit and excitement that helps all of us really like, and get to love our work! Take charge of yourself, take ownership and make a conscious decision to like, or love what you do at LRC! The late, great, George Burns said it best, *“I’d rather be a failure at something I love than successful at something I hate.”*



*Speaking of being successful at something, Kudos to the Building #3 treatment team!! On 2/27/15, a former patient contacted Mary Chirnside, ADON, and asked Mary to let the program know that she is doing great. She has been at her discharge placement for 4 months. She says “hi” and wants to thank everyone for all they did for her but stated that she will not be back. Great Work, Building #3 staff for helping this patient be successful after discharge! -This information was submitted by Kari Christner, Social Worker.*

## Kudos—Now That's PCC!

- ◇ **Kudos to Nate Nedley** for completing a successful Heimlich on a choking patient. —Marilyn Olsen
- ◇ **Kudos to the Team Leaders** for teaching with the Compliance Specialists for Mandt recertifications. —Marilyn Olsen
- ◇ **Kudos to Leslie Guthrie** for her patience and care with the ladies in Building #3.—Marilyn Olsen
- ◇ **Kudos to Les Adams, Larry Birkett, and Chad Hohenstein** for getting patient storage moved to Building #10.—Marilyn Olsen
- ◇ **Kudos to Jeff McCain and Bevin Flynn** for their help in Building #10 with all of the room changes.—Marilyn Olsen
- ◇ **Kudos to the Building #5 clinical staff** for rushing to the Cypress Unit to help cover the unit when the SSII staff were on the Elm Unit helping out. It was really appreciated. - Craig Cooper.
- ◇ **Kudos to Despi Gallardo, ADON, and Chad Hohenstein, Team Leader** for keeping Building #10 running smooth as silk. We are grateful. - Dr. Lori Anderson
- ◇ **Kudos to Karen Thaut and Despi Gallardo** for helping me into the Admin building to attend HIM Meeting. They made sure I did not fall as I was using my leg and my walker. They got me a chair to sit on while waiting for the meeting room to empty out. This is a HUGE deal for me. Thanks again, ladies, for your help and your great teamwork. -Sue Childress
- ◇ **Kudos to Joe Schmieder and his patient employees** in the Storeroom and to Les Adams for moving my office items. What a great help! -Cindi Hunter
- ◇ **Kudos to Building #5 staff** for welcoming me so graciously to the program.—Cindi Hunter
- ◇ **Kudos to LisaMaria Robertson and Sara Banset** for all their help and willingness to cover for me when I'm gone. They are super flexible and helpful with everything.—Makayla Campbell
- ◇ **Kudos to the groundskeepers and Maintenance staff** for repeatedly clearing all the snow from the drives and sidewalks at LRC.—Marilyn Olsen
- ◇ **Kudos to Becky Roberts** for having my back with audits in December and January! I really appreciate her help and she is totally awesome. -Trisha Lamblin
- ◇ **Kudos to Tom Mahloch, Jim Reinsch, and the Dogwood Unit staff** for quickly correcting a deficiency from the State Fire Marshal Report.—Cindi Hunter
- ◇ **Big Kudos to APRNs Barry Berumen and Mary Scherling** in Building #3 for their continued work on the Patient Medications Class.—Dr. Lori Anderson
- ◇ **Kudos for the entire first floor, second shift Building #14 Team!** They are awesome at their jobs and they always make sure that the patients are well cared for. They have been wonderful in acclimating a new employee and have taken extra time to go out of their way to help explain processes, procedures, and help out! Thanks, everyone! - Chalice Closen
- ◇ **Kudos to Scott Casper** for his enthusiasm each Tuesday for attending Food Net with the youth.—Lori Rasmussen
- ◇ **Kudos to Charles Wooldridge (Wooly)** for doing interviews with me for the 11-7 shift.—Lori Rasmussen
- ◇ **Kudos to Kim Ramsey and Michael Smith** for coming to Building #3 to help us with Skype. -Lori Rasmussen
- ◇ **Kudos to the Whitehall staff** covering the 11-7 shift while we hire for the vacant positions. —Lori Rasmussen
- ◇ **Kudos to Marc Ostrander** for covering for me at the forensic meeting two weeks in a row when I was off for a funeral and for the recognition reception! - Stacey Wiltshire
- ◇ **Kudos to Brian LaSalle** for finding some really nice hospital beds for Building #14. He went above and beyond for this. Thanks, Brian.—Cindy Dykeman
- ◇ **Kudos to Patty Stoki** for taking on extra duties at Morton School while Carol Wierda is on leave.—Lori Rasmussen
- ◇ **Kudos to Kris Augustine** for her enthusiasm and for working to get the “Wombat” t-shirts and hoodies at Whitehall.—Lori Rasmussen
- ◇ **Kudos to Manuel Gamez** for being so generous in “Kudosizing” his co-workers. We all appreciate being appreciated. Gary McNeil
- ◇ **Kudos to Bevin Flynn** for installing an ADA door handle in the Building #5 mailroom/HIM office.
- ◇ **Kudos to Linda DeVore** for willingly taking over the medical supplies for LRC.—Randy Willey
- ◇ **Kudos to the Social Work Team** for covering for vacant positions across campus.—Dr. Michael Judson
- ◇ **Kudos to Chad Hohenstein, Team Leader,** for problem-solving all the time in Building #10.

## Kudos—Now That's PCC!

- ◇ **Kudos to all LRC employees who donated blood on January 28 on campus.** Ten employees volunteered to donate blood, and the Community Blood Bank collected 9 units of blood. This represents 53% of LRC's collection goal. Donating blood through the Community Blood Bank helps people in Lancaster, Saline, Seward, Polk, York, and Jefferson counties in Nebraska.
- ◇ **Kudos to Sue Lassek** for always having candy out by the Kronos clock for people on the third floor of Building #14.—from all 3rd Floor staff.
- ◇ **Kudos to Jeff Van Lent** for hanging Envy's photo on the Building #5 picture board.—Merilyn Olsen
- ◇ **Kudos to Gordon Tebo** for coming out on Sunday, March 1 to help with badge door malfunctions.—Building #14 staff.
- ◇ **Kudos to Eddie Yeager in Maintenance** for helping me with a lock. —Merilyn Olsen
- ◇ **Kudos to Bruce Raffety and Dan Wade** for the great communication of events on 2nd shift. -Abby Hawthorne and Merilyn Olsen.
- ◇ **Kudos to Maintenance and Grounds staff** for a month of "fixes" and "repairs" campus wide. -The Compliance Specialists.
- ◇ **Kudos to Annette Murrell** for providing a jazz concert on March 4 for LRC patients. Everyone loved the performance. You do a lot for the Building #3 women, including holding groups and social hours, and coordinating a women's newspaper for Building #3. -Mary Chirnside and Heidi Fahrnbruch.
- ◇ **Kudos to Jerry Forstrom, RN.** He passed the Psychiatric Mental Health Nurse Certification this month and is now officially certified! Kudos to all LRC RNs who have obtained this certification over the past year. **March 19, 2015 is National Certified RN Day!!!!** Please congratulate LRC Nurses for achieving their certification!!—Vicky Buchholz



## The Photo that Launched a Dog Star



Here is LRC's favorite working pooch visiting with her fellow co-workers, Caitlin Bartman and Lindsey Gonzales. From this photo, Dr. Chuck Darrow had the idea to share Envy's story with the Journal Star, and with a little assistance from DHHS Public Information Officer Marla Augustine, a star, or rather, Miss Doggy Diva, was born. Envy became front page news on Monday, March 2 in a story written by Nancy Hicks from the Lincoln Journal Star. LRC is now the envy of all state hospitals because well, we have Envy!

Here is a link to the Journal Star story on our fab furry little friend! The article features quotes from LRC patients who experience Envy's extra-special therapy skills.

[http://journalstar.com/news/local/govt-and-politics/envy-is-favorite-regional-center-staff-member/article\\_c672e755-e894-5d02-8fd9-3b289839c892.html](http://journalstar.com/news/local/govt-and-politics/envy-is-favorite-regional-center-staff-member/article_c672e755-e894-5d02-8fd9-3b289839c892.html)

To Envy's handlers and other co-workers, keep those photos coming in!! This photo was submitted by Rachel Johnson.



## ***L = Leading from the front***

*Everyone is capable of leadership! Not all leaders are supervisors. Where there are leaders, there are followers, and with that comes responsibility.*

*Effective leaders lead their teams from the front. They are role models and mentors. Leaders teach more than they tell, and they pay knowledge forward without hoarding information. Effective leaders stand in front of their teams and demonstrate the organization's desired norms.*

*Effective leaders ask the questions that lead to mutual and supported decision making. They are life-long learners: they are inquisitive, curious, want to know more, and seek new information. They ensure the organization's managers have the tools they need to successfully practice their jobs. This support helps managers direct their own teams.*

Staff members look to their leaders for guidelines as well as a sense of safety to share their knowledge, experiences and aspirations. Active and regular role modeling is very im-

portant to an organization. All can be lost as soon as staff see their leader behave in a way they don't expect. That can be one-sided as not all the information may be known, so perceptions can run rampant. When followers don't know both sides to the story, their imaginations can fill in the blanks, leading to gossip. Staff members who do not know or who have had limited experience with their leaders will not offer the benefits of any doubts, and both informal and formal followership can be at risk.

Leaders that visit work areas by "rounding" can counteract this effect. Visits can be officially scheduled, or they can pop in on a drop-in basis. This gives people a chance to feel like their voices, thoughts, and opinions regarding how they choose to perform their work are heard and appreciated. It gives them the opportunity to share their obstacles or barriers and feel supported while they get to "show off" the pride they have in their department.

Leaders that put themselves "out there" empower staff to step up and achieve more. They can encourage staff to become stakeholders - the "owner-operators" of DHHS that we are, being both taxpayers and state employees. Visiting people in their work areas can be rewarding because it can diffuse some bad practices, such as co-workers pressuring others to "not" be over-achievers, implying it makes them look bad by comparison. When leaders listen to their staff in their own areas, they can undo some of the rumors and ineffective practices that may currently squelch any future attempts at creative problem solving.

Rounding provides opportunities to demonstrate how the "walk is talked" by a leader. Supportive leaders encourage their leading staff to do what they already know, but are sometimes hesitant to try. Visiting with co-workers is a way to role model positive interactions. Rapport can be established. Small talk and other appropriate social behaviors are demonstrated, as well as modeling of positive interactions between supervisors and staff. Learning names can occur and after rounding, leaders can take notes of key learnings or any unique experiences to report to their senior management to further promote growth and communication in both directions.

**1<sup>st</sup> in the L.E.A.D.E.R.S.H.I.P.  
Series by Tary Paris**

Sunflower painting by Tary Paris

## Team of the Year: 2014 Holiday Party Planners!



**Congratulations to these 2014 Holiday Party Planners for being chosen as the Team of the Year for 2014:** John Andreini, Marilyn Bailey, Caitlin Bartman, Jennifer Bennetts, Kathy Borg, Debbora Day, Katelyn Glasgow, Lindsey Gonzales, Leslie Guthrie, Bill Jennings, Rachel Johnson, Shelby Jurries, Kelsey Kronhofman, Charyl Lentz, Scott Loder, Becky Meulemans, Corinne McCoy, Sarah Owen, LisaMaria Robertson, Mike Satterly, Brittany Thue, Anna Walker, Diana Walker, and Darleen Warren with honorable mention to Envy, Therapy Dog.

The Christmas parties in the programs were a HUGE success this year. Many family members commented on how great the food was, as well as the music and decorations. In addition, family members appreciated having the availability of a photographer present to take family photos. Very

heart-warming, genuine comments were received this year from family members and patients on how nice the holiday parties were. Not only did each of these team members plan, prepare, and organize the events, they put a lot of creative thought, positive energy and great enthusiasm into the parties. They made the families and patients feel welcome, cared for, supported, and they helped make the holidays special for them. Having the patients and their families come together for a common purpose and to help them feel supported shows that recovery is happening. This team emulated LRC's culture of Person Centered Care. The families that attended wrote thank you notes and spoke about their delight in participating. Here is one family note received: *"I wanted to say thank you to the staff for the wonderful time we had on December 18. Holidays can be particularly difficult when you have a loved one who is not able to be with the family. We miss her very much. The Christmas party gave us a chance to have a normal holiday moment which is something we have not had very often. Please let everyone know how much this meant to us and how much we appreciate the time and effort given."*

Thank you, 2014 Holiday Party Planners!! What a great, wonderful thing you achieved helping our patients and families have a special holiday.

## LRC 2014 Employee of the Year is John Sweazy



**Congratulations to John Sweazy for being selected as LRC's Employee of the Year for 2014!** John was the April 2014 Employee of the Month and was selected as the Employee of the Year for 2014. John has been employed with the State of Nebraska since December of 1998. He ensures that medication therapy for LRC patients is effective, safe, and individualized. In 2013 and 2014, John was instrumental in helping LRC shift to electronic health records. He took an early interest in learning about the system, helped develop plans for implementation, and spent more time than was expected to help with the conversion. In addition, 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. He 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 Pharmacy & Therapeutics Committee and the Medication Error Committee, sharing not only the Pharmacy perspective but also a common sense attitude to get things done. In addition, he coordinates the procurement of the influenza vaccine each year, which can sometimes be quite challenging!

From August 2014 to January 2015, John also temporarily filled in as Acting Pharmacy Director when Tom Nider transferred to the Scottsbluff Veterans' Home. John kept the Pharmacy running smoothly and provided a seamless transition for the Pharmacy and LRC until a new Pharmacy Director was hired and trained. John has been a significant help to the new Pharmacy Director, Dr. Lacey Deterding, giving her a full orientation to LRC Pharmacy policies and procedures.

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. Kudos, John, and thanks for all that you do!

## Employee Recognition Ceremony Photos

On February 17, 2015, LRC held its annual Employee Recognition Ceremony for employees achieving 5, 10, 15, 20, 25, 30, 35, and 50 years of service in 2014! All 2014 Employees of the Month, Supervisors of the Quarter, and Teams of the Quarter for 2014 were also recognized, with one Team of the Year and one Employee of the Year announced. Employees achieving over 20 years of service were honored with words of praise from their supervisors. Here are some photos of the day's event:



**5 Year Employees in Attendance:** Lisa Holz and Tom Mahloch



**10 Year Employees in Attendance:** Anne Regelean, Tony Prue, and Crystal Buhmann



**15 Year Employees in Attendance** (left to right): Lori Rasmussen, Jeff Van Lent, Sue Childress, Ellie Friesen, Emily Claussen



**25 Year Employees in Attendance:** Larry Birkett, Stacey Werth-Sweeney



**30 Year Employees in Attendance** (left to right): Tammy Foley, Phil Jefferson, Laurie Reinsch, Sherrie Nielsen, Randy Becker



**35 Year Employees in Attendance** (left to right): Joan DeVries, Cindy Dykeman, Nancy Goff

## Employee Recognition Photos (20-30 Years)



**20 Year Employee Sandy Findley** (left) with Supervisor, Jana Stoner



**25 Year Employee Larry Birkett** (right) with Supervisor, Les Adams



**25 Year Employee Stacey Werth-Sweeney** with CEO, Bill Gibson



**30 Year Employee Randal Becker** (right) with Supervisor, Kurt Anderson



**30 Year Employee Tammy Foley** (right) with Supervisor, Mary Osborne



**30 Year Employee Phil Jefferson** (right) with Facility Operating Officer, Stacey Werth-Sweeney

## Employee Recognition Photos (35-50 Years)



**30 Year Employee Sherrie Nielsen** (right) with Supervisor Anne Regelean



**30 Year Employee Laurie Reinsch** (right) with Supervisor Jana Stoner



**35 Year Employee Joan DeVries** (right) with Supervisor Todd Falter



**35 Year Employee Cindy Dykeman** (right) with Facility Operating Officer, Stacey Werth-Sweeney



**35 Year Employee Nancy Goff** (right) with Supervisor, Cindy Dykeman



**50 Year Employee Jan Ropers** (right) with Supervisor, Craig Barnett

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



Congratulations to February's Strut your Wellness Stuff Award Winner, Sandy Findley! Sandy was nominated by a co-worker for her commitment to living a healthy lifestyle including healthy eating and consistent exercise. She exercises 5 times per week including strength training and cardio exercise. Each day she wears a pedometer and activity tracker and finds that these tools really work. Sandy has been a lifetime member of Weight Watchers since 1990 and she continues to weigh in one time per month. She finds that weighing in monthly keeps her accountable. In her life, Sandy has been told 2 statements or mantras that she truly finds impactful. "I believe something is better than nothing" and "I don't live to eat, I eat to live." She lives these statements by remembering that even if she works out but is not very into it or doesn't feel like it, any work out is better than nothing. She also also thinks about what she's putting in her body and eats consciously instead of wastefully, trying to take in only what she needs. She also agrees that what you eat is how you will feel. She makes sure to maintain this lifestyle because she wants to live as long as she can with the best quality of life possible. Sandy is a fantastic role model for her co-workers and although she never pushes others to make changes, she is certainly willing to help if someone asks. Way to go Sandy, keep

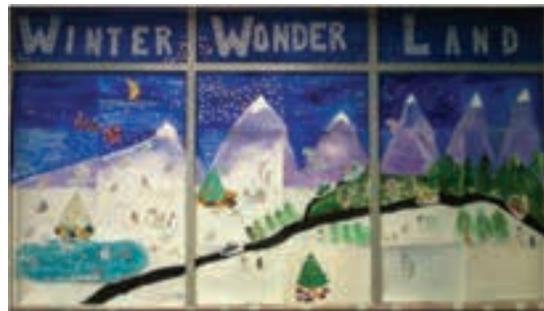
strutting your wellness stuff!



Congratulations to January's Strut your Wellness Stuff Award Winner, Jacqueline Kincannon. She was nominated for her dedication and hard work to improving her lifestyle and losing weight. Since May 2014, she has lost 48 pounds. Around that time, she began working out with a friend and co-workers 6 days a week. She never missed a day at the gym, even after working double shifts. Once she was in a routine of working out, she found that she felt happier, had more energy, and didn't need to sleep as much. Jacqueline has a thyroid condition and medication which made it difficult to lose weight. Although it took a lot of planning and discipline, Jacqueline stopped eating out and drinking pop. She made sure to plan her meals ahead and bring healthy snacks to work. She learned that if she just doesn't buy junk food, then she won't eat it. She is currently not able to work out due to a work-related back injury but says that she

misses working out and can't wait until she can get back into the routine. When she was going to the gym each day, she said she's never felt better in her adult life. She believes it's important that she made these changes for herself but has had awesome support from friends too. When asked about tips for others thinking about making changes, she recommends not comparing yourself to other people and to make sure to exercise everyday, even when you don't want to. She believes you can't make excuses in order to be successful. Congratulations to Jacqueline for not making excuses, but to make changes! Well wishes for a fast recovery and keep strutting your wellness stuff!

*Are these the last snowy scenes of the 2015 winter?* Maybe, maybe not. Thank you very much to Caitlin Bartman for submitting the beautiful photo of Arboretum Avenue as it looked on February 2 after a heavy snowfall. It's a reminder of how lucky we are to work on this scenic campus. Thank you also to the Building #3 women for their "Winter Wonderland" artwork in this photo taken and submitted by Merilyn Olsen.





# Good Catches



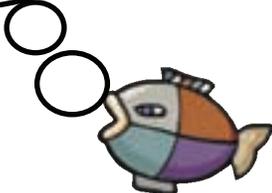
The Compliance Specialists are keeping track of ‘GOOD CATCHES’ on a spreadsheet. All of the names of people with Good Catches at the end of the month will have their names thrown in a fishbowl to win a “Good Catch” patron of the month award. Here are the good catches the Compliance Specialists found in January and February.



- Nate Nedley, RN, administered the Heimlich on a patient when she was choking on 1/17/2015.
- Andy Miller assisted the Compliance Specialists with moving offices on 1/23/15.
- Manny Gamez, SSII, found the camera equipment room unlocked and took action to keep this room secure on 1/23/15.
- Brian LaSalle, SSII, was able to get a patient to agree to let him do a pat search after the patient had made a shank out of a toothbrush on 1/12/15.
  - Manny Gamez, SSII washed the van’s headlights and taillights before training patients on 1/13/15
- Mike Knaub, SSII, Barb Markovic, LPN, and Teresa Hansen, RN, told two strangers “no” after they had approached two different Building #14 entrances asking for access to the tunnels.
- Andy Miller, Ron Duffy, Kyle Malone, and Manny Gamez moved a hospital bed down three flights of stairs in Building #14.
- Trudy Bakesz, Matt Anderson, John Trotter, Charles Underhill, Jason Swedlund, Marilyn Bailey, and Larry Cook all assisted when a patient fell out of bed and was injured early on a snowy morning.
  - Brad Campbell assisted a patient in assembling a coping skills box.
  - Drew English, Team Leader, had his RADAR on when a patient charged after a peer.
    - Mick Vogt, SSII, had his RADAR on when a patient charged after a peer.
  - Suzie Utoft goes to the other buildings during the night to obtain fruit from Building #5.
    - Allison Hunt found a set of misplaced keys.

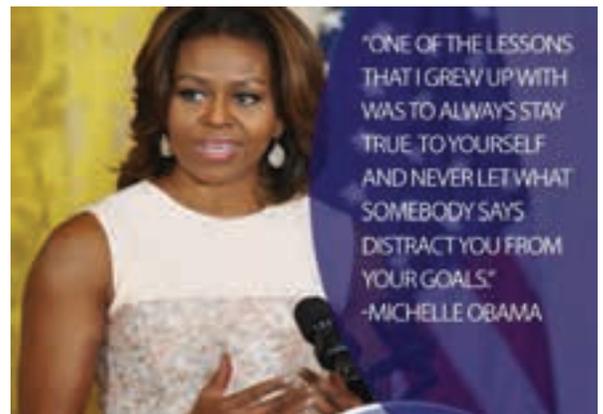
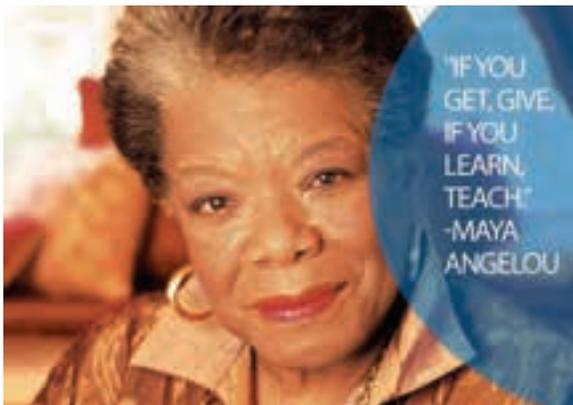


**Congratulations to Manny Gamez, SSII for winning the January Good Catch Award. The February Good Catch Award will be announced soon.....stay tuned.**



## Diversity Committee Quotes: March

These month's quotes are chosen to honor Women's History Month in March.



The Diversity Committee would also like to share with you this video that depicts what caring for others can do for you and those around you.

<https://vimeo.com/56616394>

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

March is the month of many Health and Wellness observations that are quite relevant to our mission at the Lincoln Regional Center. **March is National Professional Social Work Month.**

We all appreciate the awesome social workers we have at LRC, but may not be aware of all the profession has to offer and includes. Here is a link from the National Association of Social Workers to learn more about their profession.

[www.socialworkers.org](http://www.socialworkers.org)

### **March is also National Nutrition Month**

We are all aware how important good nutrition is for ourselves and our patients' wellbeing and daily wellness. The Academy of Nutrition and Dietetics' website has a wealth of information that can help achieve this.

[www.eatright.org](http://www.eatright.org)

The LRC Reality Check Newsletter Editorial Board wants to thank all LRC Social Workers for the work they do each day rebuilding the lives of our patients. Kudos to Ann Alberico, Kari Christner, Jessica Codr, Glenn Evans, Allyson Headrick, Jenny Jennings, Kelsey Kronhofman, Lisa Laurell, Gary Madison, Jennifer Moran, Frank Sammet, Sandi Waldron, Kim Widicker. You are Rock Star Social Workers!!

The LRC Reality Check Newsletter Editorial Board would also like to recognize the LRC Dietary Department during Nutrition Month for keeping our patients well-nourished with healthy diets. Kudos to Dietician Anne Regelean, Food Service Director, Registered Dietician and Licensed Medical Nutrition Therapist; Food Service Supervisors: Sherrie Nielsen and Darleen Warren; and Food Service Workers: Billy Haughton, Gerry Lindsey, Brenda Jones, Dianina Young, Kimberly Brown, Lyle Schmidt, Jean Ramsey, Doris Sotelo, Katherine Howard, Ron Kmiec, Anthony Prue, Barb Daniels, Catherine Beckman, Anita Herechski, Korena Helter, Julie Schroeder, Tim Brown, Rebecca Rouse, Ryan Elliot, Challen Reynolds, Tyler Fahrnbruch, Michael Marquis, Daniel Yost, Angie Sherrill, Diana Kindler, Lindsay Sievert, Justin Way, and Dale Reeves. Thank you for all that you do!

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

- 1) *Great Attitudes* by Charles Swindoll
- 2) *New Hope for People with Borderline Personality Disorder* by Neil Bockian
- 3) *The Angry Man* by David Stoop
- 4) *Ron Howard* by Beverly Gray
- 5) *What Happy Companies Know* by Dan Baker
- 6) *Beginning Qi Gong* by Steven Kuei
- 7) *Chosen by a Horse* by J. Briere
- 8) *The Book Group Book* by Ellen Slezak
- 9) *On Chesil Beach* by Ian McEwan
- 10) *American Women Artists 1830-1930* by the National Museum of Women in the Arts

Here is a link to the LRC Resource Center Catalog:

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

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.



The Policy Committee began 2015 with a full agenda and a brand new list of policies to review this year. Here are the policies revised in January and February.

- HR-17 (LRC) Staff Education
- HR-23 (LRC) Employee Dress Code
- HR-49 (LRC) Overtime Authorization
- IM-28a (Whitehall & Bldg 14) Documentation Guidelines
- PC-17 (LRC) Behavior Improvement Plans
- PC-02 (LRC) Seclusion and Restraint
- PC-02a (LRC) Floor Restraint
- MM-20 (LRC) Hazardous Medications
- MM-07 (Whitehall) Medications—Change of Shift Accountability
- RI-03 (LRC) Consent for Photographs/Films/Videotapes of Patients
- RI-12 (LRC) Patient Grievances
- RI-14 (LRC) Visiting
- RI-37 (LRC) Patient Property
- RI-37 (LRC) Limited English Proficiency
- EC-Security-03 (LRC) Assigned Keys
- EC-Fire & Life Safety-05 (LRC)

## Arboretum News



***Arbor Day is fast approaching!*** It's great to be a Nebraskan, great to belong to a place that has a rich history of nurturing one of creation's greatest resources – TREES!

Of course here at LRC, the spirit of Arbor Day is lived richly as we are privileged to work within this beautiful arboretum. Some folks new to LRC may not be aware that many of the trees that grace our grounds were planted in memory of former coworkers. Some died many years after they retired from service to this community. Sadly though, there have also been times when we have had to gather to mourn coworkers in the prime of their careers. The trees serve as a reminder of the legacy they leave to this community, to the living memories we have of them and the lives they

changed through their work with the most vulnerable people in our society.

Each year the Arboretum committee gathers area obituaries and names from volunteered suggestions before planning the Arbor Day ceremony in April. As you can imagine, with the number of employees LRC has had and the way people move about it is difficult to be sure that we have remembered everyone within the year of their passing. The committee is very much depending on the entire LRC community for submissions for this event to make sure everyone is included in this time-honored tradition. If you become aware of a former LRC employee who should be remembered with a memorial tree please relay that information to Linda Henslee, or any other member of the Arboretum committee member (Dave Nicklas, Klaus Hartmann, Stacey Werth-Sweeney, Rachel Johnson).

This year we will remember 12 persons and have a special presentation from Dave Titterington, the founder of the Wild Bird Habitat Store. Our speaker is thrilled to talk to us about the beautiful place we have for our feathered friends. I took this snapshot outside Building 14 the first week of March. I wonder if the cardinal is watching over someone? - *Rachel Johnson*

**The LRC Arbor Day Celebration will be held on Thursday, April 23, 2015 at 1:30 P.M.**

***Calling All Gardeners!!!!*** The Arboretum Committee is also discussing how LRC can start a community garden on campus for employees and potentially patients! Anyone interested in taking the lead on this project should contact Stacey Werth-Sweeney at [Stacey.werthsweeney@nebraska.gov](mailto:Stacey.werthsweeney@nebraska.gov) or at 479-5410 for more information. We are looking for a volunteer who has knowledge of how to start a community garden and who can work with Dave Nicklas on the project. Employees wishing to participate need to make a commitment to help plant and tend to the garden (watering, weeding, picking the produce, eating the produce.....). This will provide people who do not have a garden at home a chance to garden here plus add to the sense of community we have at LRC.—*Stacey Werth-Sweeney*

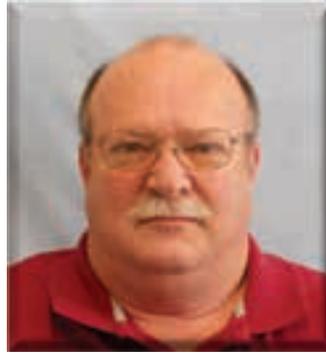


## Welcome these New LRC Employees..... by Nichole Newland

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Megan Berens, SSII, Bldg 10



Stephen Collins, Safety Specialist, Bldg 3



Larry Fichtner, Safety Specialist,  
Bldg 5



Nate Hitchins, SSII, Bldg 10



Chris Hoagland, SSII, Bldg 14



Tosh Jock, SSII, Bldg 5



Charles Miller, SSII, Bldg 14



Davis Myers, SSII, Bldg 10



Frank Sammet, Social Worker,  
Bldg 5



Michael Smith, IS&T, Bldg 9



Justin Way, Food Service Cook

**Please join us in  
welcoming these  
new employees  
to LRC!!**

## Slow Cooker Corned Beef and Cabbage Chowder

### Ingredients:

- 1 to 1 1/2 cup leftover diced corned beef
- 2 cups leftover diced potatoes
- 1 cup leftover diced carrot
- 1 cup leftover diced cabbage
- 1/2 cup chopped onion
- 1 cup chicken broth
- 2 (10 3/4 ounce) cans cream of potato soup
- 1 cup half and half or 1 cup whole milk
- Salt and pepper to taste
- More half and half (optional) or milk (optional)



**Directions:** In a 4 to 6 quart slow cooker, combine the corned beef, potatoes, carrots, onions, chicken broth, and cream of potato soup. Cover and cook on LOW for 4 to 5 hours, stirring about halfway through cooking. Add 1 cup of half and half and salt and pepper, to taste. Cover and cook for 25 minutes longer. Add more milk or more half and half to thin slightly, if desired.



## Easy Irish Soda Bread

### Ingredients:

- |                              |                     |
|------------------------------|---------------------|
| 3 1/2 cups all purpose flour | 1/2 cup sugar       |
| 2 Tbsp caraway seeds         | 2 tsp baking powder |
| 1 tsp salt                   | 1/2 tsp baking soda |
| 2 eggs                       | 2 cups sour cream   |
| 3/4 cup raisins              |                     |



### Directions:

- 1) In a large bowl, combine the flour, sugar, caraway seeds, baking powder, salt and baking soda. In a small bowl, whisk eggs and sour cream. Stir into dry ingredients just until moistened. Fold in raisins.
- 2) Spoon into a greased 9-inch springform pan. Bake at 350 degrees for 40 to 45 minutes or until a toothpick inserted near the center comes out clean. Cool on a wire rack for 10 minutes before removing sides of pan. Cut into wedges; serve warm. Yield: 1 loaf (12 wedges).



Linda Henslee—Editor—479-5388

Perry Holmgren—479-5207

Tom Schmitz—479-5475

Jane Ahl—479-5464

Nichole Newland— 479-5432

Tary Paris—479-5110

**DHHS- LINCOLN REGIONAL CENTER**

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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, Sandy Findly, Jacqueline Kincannon, Caitlin Bartman, Merilyn Olsen. Cover photo of Arboretum Avenue by Caitlin Bartman.*

## One More Recipe

### Salmon with Creamy Dill Sauce

#### Ingredients:

- |                               |  |
|-------------------------------|--|
| 1 salmon fillet (about 2 lbs) | 1 to 1 1/2 tsp lemon pepper seasoning          |
| 1 tsp onion salt              | 1 small onion, sliced and separated into rings |
| 6 lemon slices                | 1/4 cup butter, cubed                          |
| <b>Dill Sauce:</b>            |  |
| 1/3 cup sour cream            | 1/3 cup mayonnaise                             |
| 1 Tbsp finely chopped onion   | 1 tsp lemon juice                              |
| 1 tsp prepared horseradish    | 3/4 tsp dill weed                              |
| 1/4 tsp garlic salt           | Pepper to taste                                |



#### Directions:

- Line a 15-inch x 10-inch x 1-inch baking pan with heavy-duty foil; grease lightly. Place salmon skin side down on foil. Sprinkle with lemon-pepper and onion salt. Top with onion and lemon. Dot with butter. Fold foil around salmon; seal tightly.
- Bake at 350 degrees for 20 minutes. Open foil carefully, allowing steam to escape. Broil 4 to 6 inches from the heat for 8 to 12 minutes or until the fish flakes easily with a fork.
- Combine the sauce ingredients until smooth. Serve with salmon. Yield: 6 servings.