



# LRC REALITY CHECK

## Larry Cook is the February PCC Employee of the Month



Congratulations to Larry Cook, RN, for being chosen as the February 2014 PCC Employee of the Month. Larry has been employed at LRC since February, 1997. His co-workers state that Larry treats the patients in his care with compassion, dignity, and respect. He is always willing to work with even the most challenging patients. Larry does an outstanding job of defusing angry or aggressive patients. He has helped to prevent many seclusion and restraint events from occurring through his calm and composed attitude.

Larry is willing to help by working overtime in any building. He has agreed to help out fellow nurses who would have been held for mandatory overtime. Larry assists and orients the new nurses that come to Building #5 on the 11-7 shift. He has updated an audit form that the nurses use frequently to complete required Quality Improvement projects each month. He is very willing to take on projects or extra duties with no complaints.

Larry can be counted on to be at work as scheduled and to complete assigned tasks correctly and on time. He is always willing to help out co-workers whenever asked. He is a true team player with a very positive “can do” attitude. He is a great role model for all of the staff. Larry treats all people with dignity and respect. He models this behavior every day with a caring attitude and by working cooperatively with others. He creates a warm, friendly environment and a pleasant work experience for whomever he is working with. In appreciation of his hard work, Larry received a gift card to the Blue Orchid. Congratulations, Larry, and thank you for all that you do!

## Jennifer Bennetts is the LRC Employee of the Year



At the February 11, 2014 Employee Recognition Ceremony, Jennifer was surprised with the announcement that she was selected as LRC’s Employee of the Year for 2013. The Employees of the Year are chosen from the employees of the month and supervisors of the quarter.

Jennifer approaches people with compassion and a positive “you can do it” attitude. She is an advocate for the patients and provides them a sense of hopefulness and encouragement to move forward in their lives. She is diligent at developing therapeutic techniques to meet individual needs. She works very hard to establish a safe environment where patients can learn and grow which promotes recovery. She is also respectful of where the patients are in their treatment at any given moment. Jennifer exemplifies LRC’s Person Centered Care behaviors and values through her excellent patient care and in the relationships she has with co-workers. She works with treatment team members to develop strategies for success. She is willing to take on new challenges and seeks out learning opportunities to build new skills to be a better team member and caregiver. She is a positive influence to those around her. She shows respect in her interactions with both patients and co-workers and always has a smile on her face and a positive comment for others. She is always willing to stop what she is doing to lend a hand and take on new tasks. She demonstrates a consistent commitment to excellence while keeping the patients’ best interest in the forefront. Congratulations, Jennifer, and thank you for all your hard work!

Is It Spring Yet?

For me, this is the worst time of the year! The holidays have come and gone, the garage floor is a mess from all the gravel that has been tracked in on the car tires and dried and I am so 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, you can take solace in the fact that spring and warmth and sunshine will soon be here. Before we know it, we'll be out on the course chasing the little white ball around again.

I want to take this opportunity to thank each and everyone one of you for our fine showing during the accreditation survey by the Joint Commission. Every one of you is the reason we are accredited. Aside from the opening conference and the leadership interview, my interaction with the surveyors was pretty limited. They didn't want to talk to me; they wanted to talk to you and be where the action is.

While we had a number of "deficiencies" that need to be addressed, most of these had to do with our environment of care. Some of the issues were easily resolved and some will take more work, but the bottom line was there were very few citations that concerned patient care. Some of the issues we caused ourselves by making things more complicated than they need to be like our suicide assessment policy. We kind of set ourselves up for failure on that one. Others were genuine omissions that we had not thought of and some were a result of standards or regulation changes. The fact that only 3 out of the 19 deficiencies concerned patient care standards really does say something about our designation as a Top Performer on Key Quality Measures. The sex offender and Whitehall programs deserve special recognition because between the two of them, they only had one citation from the behavioral health standards. This is truly a remarkable organization.

By the time you read this Stacey will have submitted the Evidence of Standards Compliance for the five direct standards that needed to be completed within 45 days. These dealt primarily with environment of care issues and concerned the eye wash stations, fire detectors, smoke dampers, the emergency generator and life safety measures. There were also some issues with the medical record and discharge planning. A Joint Commission surveyor returned on February 24 and has already checked on the corrections to the environment of care and life safety standards and these have all been cleared. The remaining 14 citations will need to be responded to within 60 days from the end of the survey. Most of these have already been completed. So, we will once again be accredited for another three years.

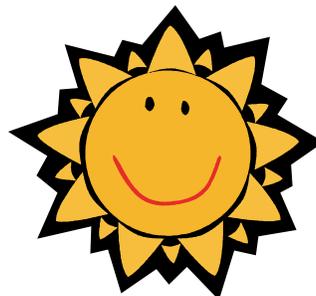
We need to congratulate each other on a job well done.

While the Joint Commission survey didn't focus on our provision of active treatment, we need to keep working on this effort. In September, we realigned the programming departments so that the clients in Buildings 3, 5 and 10 would receive programming that was better focused and more reflective of the particular needs of the patient population in each building. We are continuing to review the number of hours of active treatment attended by the patients and the results show improvements in all areas so it looks like our realignment was a good decision. I want to thank Drs. Brynolf, Judson and Cimpl-Bohn for all their efforts in this area over the last several months.

Another area that we were concerned about but that did not get much attention from the Joint Commission surveyors was restraint and seclusion. We asked Dr. Fields to return in early February because we are still experiencing too much use of restraint especially with a couple of patients. We are going to be implementing some recommended changes from Dr. Fields in an effort to improve in this area. We have got to reduce the use of restraint because that is when the majority of injuries to patients and staff occur.

As far as the physical plant goes, we are anxiously awaiting word from the Unicameral on the interim budget adjustments which, if approved, would fund the move of the main kitchen from Building 7 (K) to Building 10. We're working on finalizing plans to improve the interior finishes of Building 5. Both of these projects are a result of realizing cost savings that have accumulated over the last four years.

In closing, here's wishing that spring will come sooner than later and that we all can get out and get some fresh air, work on our tans, and get used to some warm weather.



With the month of February having one of the symbolism of love in the celebration of Valentine's Day, I thought it would be fitting to write this month about loving your job. SSII and RN vacancies have climbed in the past year and we are trying to analyze cause and effect and wondering what types of systems and changes we could put in place to help mitigate these occurrences. The goal is always to hire and retain quality employees who emulate our WECARE philosophy and really want to work at our hospital. When I get the opportunity to talk with new employees I am proud to talk about my history with LRC and how much I have appreciated the career growth, challenges and work that I have had the great fortune to experience here. I love working at LRC and I would love it if everyone else loved it too.

Forbes Magazine contributor Lisa Quast wrote an article titled, **"Laugh Your Way To Loving Your Job"**. She says that in order to decrease stress and improve your health you need to laugh more at work. Workplace laughter, according to this article, can help you feel better about your job and be more productive. It can also promote strong relationships and have health benefits. Having to deal with some incredibly stressful situations on the units, you do have to have good relationships with your team on the unit. I remember working 3-11 shifts in the old Adolescent unit and having nights that seemed incredibly chaotic and difficult but the camaraderie that our team had made those nights seem workable. WECARE teaches us that relationships with each other is fundamental in doing our work. Not only do we need to have care and concern for the patients we work with but also for our coworkers. Having fun, within reason, is a great way to have a great shift and leave work feeling great about what you do. Charlie Chaplin said, "A day without laughter is a day wasted."

The reality is that some do not love their job and at times may wonder what they got themselves into and if this is what they want to do for the rest of their career. In an article written by Claire Colvin, titled **"How to Love the Job You've Got"** he challenges the reader to think not about how you can find a job you love, but how to love the one you have. He lists four steps to coming to terms with why you have chosen the job you have and these steps can be translated into our WECARE philosophy.

Number one is to realize that your job does not define you, but how you do your job does. In Accountability, we demonstrate that we follow through on opportunities, we own the problems and issues we are facing, and we respect others' time, including our own. If you are unhappy, you need to ask yourself why and try to find ways to either change that outlook or look for opportunities that might help you to feel better. I tell my staff that we spend too much time at work to be unhappy. If we are unhappy, we need to own it and find a way to resolve it.

His number two was to not focus on money because we will

never have enough, make enough, and instead we should think about the fulfillment we get from the work that we do, rather than the pay.

Number 3 is to find significance in what you do. He says to think big, think in terms of whether or not you provide an essential service. I would say everyone that works here is essential and plays an essential part in the care of our patients. Worth teaches us to appreciate the dignity and value of every person here at LRC, and that includes ourselves. Empowerment is cultivating our ownership and our involvement, using our strengths and talents and helping to make our job significant.

The fourth step is to "Dare to ask yourself if it's worth it". Ask yourself if you like the person you are doing this job and if you do not, is it because of the way you are doing the job or that you just need a completely new job? You have the power to change that by communicating with your supervisor, persons you view as a mentor, and self-reflection. We all have bad days, and moments where we are unhappy and doubt ourselves but it is the relationships we build, the worth and empowerment we choose to employ that get us through it. Think about what we tell the patients, we want them to have hope and believe that they have the power to change their lives. We also have that same power and ability.

In exit interviews, we see at times, where people indicate that they left due to being unable to advance in their career. I have seen and actually interviewed people for Team Leader jobs, ADON, Compliance jobs etc... and although they may not have been the number one candidate they were still excellent candidates. Do not let the fact that someone else was offered the position hinder you from trying again. Apply and apply again! One of these times it will happen, particularly if you truly live and breathe the WECARE principles.

We recently had our Employee Recognition Ceremony where several staff were honored for their years of service. For those that had 20 or more years we heard great stories about what awesome co-workers they are and the great things they have accomplished here at LRC. I hope that all of you who are honored in the future take the time to attend this event. There were laughter, tears and standing ovations and it was great to see so many people that have devoted their career to LRC. I would guess that they did not stay because of pay, or because they never expected to have a rough day, but because they love what they do.



## Kudos—Now That's PCC

- ◆ **Kudos to Lindsey Gonzales** for being a BIG help to the Building #5 HSTS staff who are down one position. Lindsey has been there to help when needed and to make the Building #5 HSTS staff smile. They appreciate her willingness to help out! - *Makayla Campbell*
- ◆ **Kudos to the Dietary Department** for bringing yummy treats to the Administration building on Valentine's Day! - *Becky Roberts*
- ◆ **Kudos to Stacey Werth-Sweeney** for buying pizza and soda for the Maintenance staff and for the backhoe operator during the water main repair on Saturday, February 8. It was great to see the warm pizza and have a nice drink when we walked into the Maintenance Shop. It really hit the spot.—*Kurt Anderson*
- ◆ **Kudos to everyone working with the Maintenance Department** during the water main break on February 8. The water main break was repaired in record time with a great crew (**Jim Reinsch, Ed Yeager, Jeff McCain and Gagner Backhoe**). This team could not have done it without the staff's understanding, patience, and willingness to work with Maintenance! You all Rock! - *Kurt Anderson*
- ◆ **Kudos, Thank You, and Awesome Job to Kurt and the Maintenance Crew on February 8.** - Scott Collier
- ◆ **Kudos to Building #14** for their commitment and great communication skills in making sure all clinical staff are using the correct progress note form. Your efforts are greatly appreciated! - *Becky Roberts*.
- ◆ **Kudos to Les Adams** for assisting with 1st Shift Fire Drills. Your help is appreciated! - *Merilyn Olsen*
- ◆ **Kudos to Crystal Buhrmann** for getting the entries in the Risk Management report done so quickly. It really helps! -*Merilyn Olsen*
- ◆ **Kudos to David Paz** for always keeping the third floor of Building #14 stocked with supplies! - *Merilyn Olsen*
- ◆ **Kudos to Marc Ostrander, Les Adams, Tom Mahloch, Stacey Wiltshire, and Sara Banset** for setting a record in packing up and delivering a lot of personal property.—*Jennifer Cimpl-Bohn*
- ◆ **Kudos to all LRC employees who donated blood** on January 23, 2014 when the Community Blood Bank was here. 9 employees donated blood and 10 units of blood were collected. 77% of LRC's collection goal was met to serve people in Lancaster, Saline, Seward, Polk, York and Jefferson counties.
- ◆ **Kudos to Lori Rasmussen and the T.R. Department** for bringing popcorn to the February 26, 2014 All Supervisor Meeting.
- ◆ **Kudos to the Maintenance Department** for changing the locks in Building #3 and Building #10 to make it easier for staff who are assigned to float shifts in these areas.
- ◆ **Kudos to all of the supervisors** for quickly completing Computer Access Forms for new employees and sending these to Kim Ramsey. You are making her job easier!
- ◆ **Kudos to Kim Ramsey, IS&T,** for the great work you have done at LRC since transferring here.
- ◆ **Kudos to direct care staff in all of the buildings.** You have all been working very hard to engage the patients in activities.
- ◆ **Kudos to all of the LRC Therapeutic Recreation Staff during February, which is T.R. Month.** The LRC T.R. Staff held a Lunch N Learn Presentation about the T.R. Department on February 27 and held T.R. Spirit Week! **Thank you for all that you do: John Andreini, Caitlin Bartman, Kathie Borg, Katelyn Glasgow, Leslie Guthrie, Bill Jennings, Charyl Lentz, Becky Meulemans, Lori Rasmussen, Brittany Thue, Anna Walker, Diana Walker, Stephanie Wolf, and Nicole Zimmerman!**



*Many special thanks to all of Dave Reece's LRC friends and co-workers for their support, friendship, and prayers over the past few months, and for the cards and memorials sent throughout this difficult time.*

*-Cyndy and the Reece family.*

# Snark Week.....by Tary Paris

What is this, Snark Week? Wow, I just made a sarcastic comment about snark. Is that ironic? Oh, my... am I falling victim to a lack of saying what you mean and meaning what you say? You be the judge. (hehehehe)

**What is Snark?** It's a *snide remark*. Crash those words together and you get SNARK. For wordsmiths' entertainment, you can find it in both the real and urban dictionaries. It'll make you giggle, awkwardly, because you know how cutting snark can be. Does it have a place in our work?

**Let's call 911** on Snark! Ree-owww, reee-owwww, PCC to the rescue! Person-Centered Care has an entire Tool Kit available on the shared drive to break through some awkward business practices and habits. We can bust the snark if we put in a little work. Habits are entrenched; are you up for the challenge?

**"Victim", you say?** That's right, if there is snark, there is a victim. Anything said aloud can be heard. Should role models use snark? Things said backwards are easily misunderstood. If you are in the hospital, and maybe already confused, do you want people to say things in plain language or get creative with the double entendres? If you are trying to save my life, please don't add a "yeah right" to any orders!

**Where there is snark, relationships can suffer.** I like to think of verbal communication the same way as the internet... once you put it out there, it's out there forever. Once you say something aloud, you really can't take it back. Sure you can apologize, but think back to when someone last hurt your feelings? Did you forget it after the apology? Snark can be interpreted as bullying. Or it may be acceptable as an established Team Norm in your work area. If you don't know, there is an opportunity for a conversation.

**Snark is contagious.** Teams are built on trust. Skills are developed and luck can only carry you so far. Being PCC is like being an athlete. The WE CARE Behaviors take practice, like exercising a muscle because saying what you literally mean is not the natural default for some people. If you have middle-schoolers in your life, you swim in a sea of sarcasm with them. They are experimenting with language, social situations, and insecurities. Are you going to speak up or out, or jump into their boat?

**Empathy is at the opposite end of the snark scale:** Do you cry at weddings? Well, then you probably don't like snark. Having a strong sense of empathy coincides with recognizing sarcasm readily, and you already don't like it. It may be culturally acceptable to be sarcastic and cynical, but is it appropriate in the work place? I suppose it depends what you do for a living.

**Is Snark Funny?** Are you a professional comic? Clown? Playwright? If you are one of these, you can ignore this message. If you work in healthcare, you, and those entrusted to

your care, might appreciate some straight talk. People will laugh at your cynical jokes, but not necessarily because you are funny. *Maybe their nervous laughter is actually about your bad choice to attempt humor where it's inappropriate.* Folks might be thinking if they go against you, they will be an out-cast.

**Is silence acceptance?** Since snark can be perceived as a subtle form of bullying, the offended ones might fear retaliation. In the workplace, retaliation is subtle and hard to prove, so you they won't stop you. Peers and patients will tolerate you, and now your snark is at risk for being accepted, and is very contagious.

**Snark vs. Credibility:** You know how people say something inappropriate followed by "just kidding!!"? You and I both know they were probably not kidding. Saying the opposite of what you mean can also cause safety problems. Will people believe you when it really matters? Don't be the weak link in the game of trust and relationship building.

**Snark and Safety:** Snark, sarcasm, irony, cynicism can all be funny in many contexts, but not so funny at work. That type of humor comes at someone else's expense. Oh, that person is not on your team? Really? Are you sure? If there's one seat left on the life raft who will it be offered to? A funny person or a nice person?

**Got Snark?** Let Tary Paris, LRC's PCC Coordinator help you. Practicing Person-Centered Care is everyone's responsibility at LRC. (Did you know PCC is written in our job descriptions as well as the 10 Performance Dimensions we are evaluated by?) Yes, PCC is a big deal. It's not a myth or urban legend; the expectation is on all of us to practice person-centered care. PCC is how we work together to solve our problems, work through sticky situations, and it gives us the tools to make this an awesome place to work.

**Sink or swim,** ...the sea of sarcasm is out there. What are you going to choose? Are you going to swim with the snarks, or the dolphins? The choice is yours....



## LRC PCC Stories

Tary Paris is collecting stories for the LRC Reality Check from LRC employees of how PCC is being demonstrated in their areas. Here are a few of these wonderful stories!

Over the past year, Building #14 employees have experienced much sadness after several family deaths, and significant illnesses and deaths among their co-workers. PCC has been in the forefront as employees in Building #14 cope with these losses and take care of each other. - Dale Huddle

Whitehall needed to make staffing changes in the 7-3 shift schedule. Dr. Dan Ullman, Carol Wierda, John Weyer, and Lori Rasmussen met with the staff to explain the need for the scheduling change, listened to staff concerns about this, and encouraged the employees to come up with workable solutions. The Whitehall managers met with the staff again to explain the reasons for the schedule that was finally chosen. Including all affected parties and communicating what was decided and why—that is PCC! - Lori Rasmussen

I notice the difference that PCC makes when I come in for meetings during the day. I usually work the 11-7 shift and so I know almost everyone on nights. It used to be when I came in for a meeting during the day that when I encountered unfamiliar staff, no one would say anything. Now when I come in, people will say hi and some have introduced themselves to me. I know more of the people now on the other shifts because of this. It makes it much more pleasant to come in for meetings during the day when people are friendly and greet you. Another thing we do at night is when someone is looking for a particular staff member in a building, we offer to find out where that staff person is or transfer a phone call to the person. This has cut down on the time spent looking for staff. It is also a nicer way to do this as there are people assisting you to find the person you need! - Ellie Friesen

Kari Christner, Building #3 Social Worker, brings one of the female patients to the Whitehall campus every Friday. She drives this patient 30 minutes each way so the patient can skype her sister. Watching the sisters talk and ask questions about each other's lives, and listening to the LRC patient talk about her treatment and groups at LRC is so PCC! It's awesome to watch them both smile and laugh.—Lori Rasmussen

Flip Side of this Story: Kari Christner thanks Whitehall for accommodating this patient's need to Skype her sister and writes: "This has helped my patient stay in better touch with her sister, who is also her guardian. This patient has been at LRC for several years and her sister lives many states away, so this is a great way for them to stay in touch with each other. Also, this same patient has been approved to volunteer in the community, which is another awesome opportunity to provide individualized patient care and add different treatment options!"

Whitehall Campus has the best PCC. They are always willing to help one another, and complement and respect each other. When I lost my leg, my Whitehall co-workers would come visit me, and encourage me in therapy. When I went home, they were there with food, plants, or just kind words. When I returned to work, my co-workers brought my scooter to me each day to help me get out of my car and into my office, and they continue to do this. Everyone is so kind to open doors, bring me charts from the cottages, and do whatever is needed. The reason Whitehall employees are the best PCC people ever is because they care about the youth and about each other." - Sue Childress



# LRC Holds its Annual Employee Recognition Ceremony

On February 11, 2014, the LRC Employee Recognition Committee held its annual Recognition Ceremony for 2013, honoring employees achieving Years of Service awards, and honoring the 2013 Employees of the Month, Supervisors of the Quarter, and Teams of the Quarters. The afternoon's event included honoring employees with 5, 10, 15, 20, 25, 30, 35, 40 and 50 Years of Service. Jennifer Bennetts was surprised with the 2013 LRC Employee of the Year Award, and the LRC Social Work Department received the Team of the Year Award. Billy Haughton received a standing ovation for his unsurpassed 50 years of service with LRC, and afterwards, everyone ate cake.



**5 Year Employees in Attendance:** Jodi Kehler, Stacey Wiltshire, Kari Christner, Chris Milchling, Meloni Lines, Lindsey Gonzales, Korena Helter, Randy Willey



**10 Year Employees in Attendance:** Bruce Raffety, Trina New, Ron Kmiec



**15 Year Employees in Attendance:** Michael Judson, Lisa Laurell



**20 Year Employee in Attendance:** Linda Henslee with supervisor, Bill Gibson



**25 Year Employees in Attendance:** Dan Ullman, John Eilers, Lori Ditson



**30Year Employee in Attendance:** Marijo Herman with supervisor Dan Ullman

# Annual LRC Employee Recognition Ceremony



**35 Year Employees in Attendance:** Linda DeVore, Cindi Hunter



**40 Year Employees in Attendance:** Randy Jacobs, Gwen Duitsman, Sue Wesche



**50 Year Employee:** Billy Haughton (The Only One Ever with 50 Years at LRC!!!)



**Congratulations to the LRC Social Work Department for being chosen as the LRC 2013 Team of the Year!!** The Team of the Year is chosen from the four Teams of the Quarter. The Social Workers do a great job all year long arranging complicated discharges, completing psychosocial assessments, coordinating patient benefits, serving as core treatment team members, collaborating with the Regions, covering for each other, providing patient education, inspiring hope and responsibility throughout a patient's treatment, and in essence, **HELPING TO REBUILD LIVES!!!**

## More Recognition Ceremony Photos

Here are some photos taken of the 2013 Honorees, along with their supervisors!



**Randy Jacobs—40 Years with supervisor, Cindy Dykeman**



**Linda DeVore, 35 Years, with Business Manager, Randy Willey**



**John Eilers, 25 Years, with supervisor, Cindy Dykeman**



**Gwen Duitsman—40 Years, with supervisor Tom Nider**



**Billy Haughton—50 Years! With supervisor Sherry Nielsen**



**Cindi Hunter— 35 Years, with supervisor, Stacey Werth-Sweeney**



**Tom Nider—2013 DHHS/LRC Supervisor of the Year, with supervisor, Stacey Werth-Sweeney**



**Lori Ditson—25 Years, with Associate Director of Nursing, Irene Hirschman**



**Sue Wesche—40 Years, with supervisor Cindy Dykeman**

# Just the Positives.....by Linda Henslee

*So last month we underwent the Joint Commission accreditation survey experience, which is both completely different and strangely similar each time it occurs. Throughout the survey, I have the task of taking minutes during the Joint Commission surveyor “debriefing” meetings and in the exit conferences. The surveyors always preface these meetings by saying that they are not allowed to include the positive things they see in their final exit conference and written report, but they DO say many positive and complimentary things about our facility, programs and staff in their daily meetings, and I am happy to share some of their direct quotes with you:*

- ◇ A nurse was observed giving medication to a patient who was confused about the medication and had some paranoid ideation. The nurse did a great job of assisting the patient through this.
- ◇ Med room nurses were calm, poised, and eloquent when describing the Medication Administration process. LRC is doing the right thing system wide to address med errors.
- ◇ LRC does an outstanding job of focusing its use of data and is well above the curve from other hospitals here. It's great that LRC has two statisticians with much energy and excitement for their jobs. This creates great opportunity for drill downs.
- ◇ The Special Treatment Plan Review is a nice process at LRC.
- ◇ A Change of Shift process was observed. Hand-off Communication was “excellent.”
- ◇ A female patient was interviewed after a group. She was interested in the group information and paying attention to current events. Another patient said she liked her groups and had positive comments about her treatment. One patient showed the surveyor her daily group schedule.
- ◇ Peer reviews on patients with high seclusion and restraint use are being done. LRC has done much to address seclusion and restraint. Several of the action steps should be submitted to the Joint Commission to share with other hospitals.
- ◇ LRC has been identified by the Joint Commission as a Top Performer hospital with very good outcome data, and should be very proud of this.
- ◇ Whitehall is doing good work with data, and had 90% of their staff receive the flu vaccine. The Whitehall program is rigorous but flexible for the youth and the youth are engaged and taking ownership of their treatment. Kudos to the Whitehall program for this.
- ◇ LRC does a nice job with medication reconciliation.
- ◇ A Building #14 patient said staff were able to build trust with him. The Building #14 patient population is a tough group to treat and building trust is a key factor.
- ◇ A Building #5 patient was able to define his “Three C” goals and appeared very focused on treatment.
- ◇ Treatment team discussions in Building #5 were very focused on the patient’s behaviors, environment, family environment, and goals. Much time was spent with the patient during the treatment team meeting.
- ◇ The work on the new group activity schedule is good . Things are moving now and the needs of the patients are being addressed.
- ◇ Gordon Tebo, Kurt Anderson, and Joan DeVries are a great Environment of Care team.
- ◇ Centralized Staffing did a great job explaining staff criteria.
- ◇ The surveyors saw a very committed, intense Leadership Team throughout the survey.
- ◇ And last but not least—The care LRC provides to a very difficult patient population is amazing.

**Be proud, LRC! Be very proud.**



**Joint Commission  
Top Performer Key**

# Welcome These New Employees.....by Nichole Newland



Alexandria Arndt, SSII, Bldg 3



Ashley Becker, SSII, Bldg 5



Trevor Brass, SSII, Bldg 5



Karina Cantu, RN, On-Call



Mary Chirnshide, RN, Bldg 5



Heidi Downs, RN, On-Call



Shaun Grantski, SSII, Bldg 5



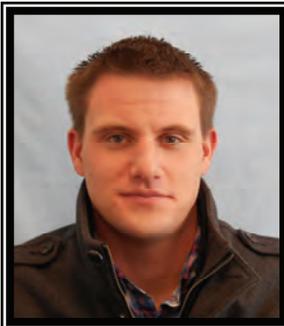
Joe Laster, SSII, Bldg 5



Charyl Lentz, Activity Specialist



Shelley Mather, Pharmacist



Trevor Meier, SSII, Bldg 5



Martin Molina, SSII, Bldg 10



Shannon Muffly, Accountant I



Sarah Nemeth, RN, Bldg 5



Ashley Purdy, SSII, Bldg 3



Michael St. Cin, Comp. Specialist

## Welcome These New Employees



Kai Taeghan, SSII, On-Call



Casey Thorell, SSII, On-Call



Nathan Warner, RN, On-Call



Adam Wegner, Groundskeeper



Danielle Westman, SSII, Bldg



Kim Widicker, Social Worker,  
Bldg 14

Please join us in welcoming all of these new employees to LRC. Please take a moment to introduce yourself and help them acclimate to their new work environments!

## Diversity Quotes for February

*“Whatever you are, be a good one.”* - Abraham Lincoln

*“How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in your life you will have been all of these.”* - George Washington Carver

*“The Olympic Charter serves as the standard against which we can measure our progress in transcending social, economic, national and cultural boundaries, in hopes of finding a greater understanding in our shared humanity. As we revel in the remarkable achievements of our athletes, let us challenge ourselves to view the Games as they were envisioned: a celebration of humankind, with the power to transcend the differences between us. Let the wave of progress carry us beyond the horizon in our sights, to a more just global community we can only yet imagine.”* - Caitlin Cahow. Caitlin Cahow is a two-time Olympic medalist hockey player and is currently a law student at Boston College. She was chosen to represent the United States as part of the White House Delegation to the Games.

The Diversity Committee would like to remind everyone of three DVDs that we offer for Black History Month. They are available through the T Recreation database:

- ◆ The Autobiography of Miss Jane Pittman—30th Anniversary Edition, 2 disc set
- ◆ Roots, 30th Anniversary Edition, 7 disc set with many special features
- ◆ The Color Purple

## Diversity Concert.....by Phil Jefferson



### A TASTE OF JAZZ

Black History Month also known as African-American History Month in the United States—is celebrated every year in February in the United States and Canada and in October in the United Kingdom. This year across the United States there were concerts, walks, public gatherings, classroom presentations and speeches. Here at LRC we celebrated with a series of jazz concerts in Buildings 3, 5, 10 and 14. A Taste of Jazz gave both patients and staff an opportunity to not only hear great jazz music, but also a chance to reflect on the accomplishments of African-Americans in Lincoln, the state of Nebraska, and throughout the United States.

The 2014 Taste of Jazz Concert Series sponsored by the Diversity Committee was presented by an ensemble made up of three skilled and very talented musicians. Our very own, Recovery Specialist, Dr Diva –Annette Murrell was the vocalist. Even with your eyes wide open when you hear her voice, you think you are listening to the greats – people like Billie Holiday, Ella Fitzgerald, and Lena Horne. The guitarist was Peter Bouffard. Peter works for Lincoln Public Schools and also teaches at the University. He is well known in the jazz community in Lincoln and he did amazing things with his instrument. This year our bassist was Hans Sturm. Hans is new to the Lincoln scene. He also is working in the music department at the University and has been involved in the International Society of Bassists. Hans made his instrument hum in clear, clean bass tones.

The concerts took place Wednesday evenings February 5<sup>th</sup> and 12<sup>th</sup>. Their sets included well known jazz favorites My Shinning Hour, I'm Gonna Sit Right Down and Write Myself a Letter, But Beautiful, Don't Get Around Much Anymore, You'd Be So Nice To Come Home To, You Can Have My Husband But Please Don't Mess with My Man, Nice Work If You Can Get It, But Not For Me, My Funny Valentines, and Swing It Brother Swing. Annette did several old gospel favorites including; I Come to the Garden Alone and It is Well with My Soul. In Building 3 Annette did a gospel medley which consisted of parts of the following songs; Farther Along, It Is Well With My

Soul, God Will Take Care Of You, and We Will Understand It Better By and By. There were a couple of songs that “brought the house down.”

One of these was an LRC rendition of Jesus on The Mainline with the chorus being:

Jesus is on the Mainline  
Call Him Up  
If you wind up at LRC  
Call Him Up  
Tell Him what you want  
Call Him Up  
And tell him what you want

The other song that “brought the house down” was the blues song, “Long John. “ This song is about a dentist who is seven feet tall.

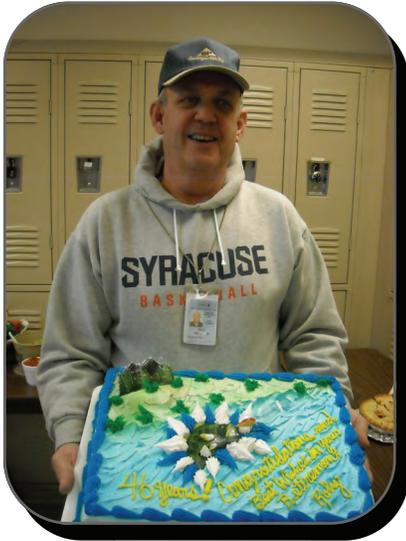
A great time was had by all.

**Thank you Annette, Peter, and Hans  
for celebrating Black History Month with us.**



## Roly Bretos Retires

After 46 years of working at LRC, Roly decided to leave us for a life of leisure. Roly's last day was February 3, 2014 but Building #14 staff celebrated with him on January 10 in a potluck lunch they held for him. Best wishes, Roly! Good luck with all of your fishing endeavors!



## Georgette McCoy is Retiring!

After 19 years of working at LRC, Georgette McCoy is leaving us on March 2, 2014. A retirement celebration was held for Georgette on February 27! Best of wishes, Georgette! Enjoy your retirement!



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

Congratulations to this month's Strut your Wellness Stuff Award Winners! The winners this month are Lindsay Gonzalez, Jessica Codr, Jennifer Moran, Allyson Headrick, Barry Berumen, Brittany Thue, Katelyn Glasgow, and all others who have earned their certifications or licenses in their field or who are continuing their education.



Katelyn Glasgow and Brittany Thue passed the exam to become Certified Therapeutic Recreation Specialists earlier this year. They are in agreement that it's reassuring to know that they passed the exam and that the work they put into their education has paid off. Upon becoming CTRS's, they feel that they have more independence in the work that they do at LRC and they now are considered professionals in the field.



Social workers, Allyson Headrick, Jessica Codr, and Jennifer Moran, recently passed the Association of Social Work Boards. Allyson Headrick explained, "It feels GREAT to have passed my Association of Social Work Boards and to be on the home stretch of completing 3,000 hours for Licensure. When I first graduated it felt like it would take forever to get to this point in time but really it has gone almost too fast. LRC has been a wonderful place to begin this journey. I have built a wonderful work family here and of course being a social worker is hard some days but I know this is where I want to be. I look forward to the next step in my career as a LCSW and working toward my next professional goal....independent licensure!" Congrats to Allyson and all the social workers who are on their way to independent licensure.



When Lindsay Gonzales, HSTS, started 6 years ago at LRC, she had an associate's degree in Human Services. She said that once she realized that working in Mental Health was her passion she decided to go back to earn her Bachelor's degree in psychology and is currently working on her Master's in Clinical Counseling. Lindsay works hard to stay organized in order to manage this full time job along with full time school work. A message she wants to share with others thinking about or returning to school while working is to remember that personal down time is a must.



Another LRC employee, Barry Berumen, building 3 RN, is currently in school at UNMC to become an APRN (Advanced Practice Registered Nurse). He is currently balancing home, work, and school until he finishes his coursework in June. Barry has worked at LRC for many years and has found that he loves psych. He realized that becoming an APRN was the logical next step for him, especially since he truly enjoys continuing education. He said it's a possibility that he will stay and work at LRC upon graduation.

Congratulations to the individuals recognized in this month's "Strut your Wellness Stuff" and to the many LRC Employees who are also becoming certified, licensed, or continuing their education. You are awesome and should be proud of your hard work and accomplishments!

## T.R. Spirit Week Fun

To celebrate Therapeutic Recreation Month, the LRC T.R. Department held a T.R. Family Feud Lunch 'N Learn presentation on Wednesday, February 26. Lunch was provided by the T.R. Promotion Committee and Russ's Market. T.R. also held a Spirit Week from Feb. 24 through Feb. 28 that included "Pajama Day," "Blast from the Past," "Mismatch Day," "Superhero Day," and "Sports Apparel Day." Here are some fun photos from the week.



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

February is American Heart Month. Join *The Heart Truth* for #MyHeart28, a 28-day challenge during American Heart Month to take action to lower your risk for heart disease. Throughout the month of February, you may accept the challenge of the day and share how you are making changes for a healthy heart in 2014. The website below is a link to the main website.

<http://www.nlm.nih.gov/medlineplus/magazine/issues/winter14/articles/winter14pg22-23.html>

Unite with women across the country as you take action to improve your heart health and lower your chances of developing heart disease by taking on one challenge a day, whether it's learning your numbers or making a healthy swap in the kitchen.

This February has also had record cold temperatures. Here is a great website from the National Library of Medicine that has a wealth of information about surviving the threats of winter and has links to winter weather emergency sites and cold related health problems.

[http://www.nlm.nih.gov/medlineplus/news/fullstory\\_144371.html](http://www.nlm.nih.gov/medlineplus/news/fullstory_144371.html)

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

- |  |   |  |
|--|---|--|
| 1) <i>Created to Win</i> by Kevin Baerg                          | 6) <i>Hockey for Dummies</i> by J. Davidson   | 10) <i>African American Voices of Triumph: Preservance</i> by Time-Life  |
| 2) <i>It's the Little Things</i> by Lena Williams                | 7) <i>Integrative Treatment for Borderline Personality Disorder</i> by John Preston | The Resource Center is open Monday through Friday, 9:00 a.m. to 12:30 p.m. and 1:00 p.m. to 6:00 p.m.  |
| 3) <i>Living in the Light</i> by Shakti Gawain                   | 8) <i>The World of George Washington</i> by Richard Ketchum                         |  |
| 4) <i>Better Than Normal</i> by Dale Archer                      | 9) <i>My Story</i> by Elizabeth Smart   |  |
| 5) <i>Analyze This: What Handwriting Reveals</i> by Allan Conway |   |  |
|  |   |  |

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

*The LRC Policy Committee trudged through the bitter cold and snow to meet and revise the following policies in January and February!*

- |   |   |   |
|---|---|---|
| CC-01 (LRC) Discharge Planning                            | PC-05 (LRC) Death of a Patient                      | HR-24 (LRC) Personal Property Damage              |
| PC-23 (SO) Off Grounds Medical Appointment                | PC-06 (LRC) Suicide Prevention                      | LD-13 (LRC) Non-Employees: (Students)             |
| PC-02 (LRC) Seclusion and Restraint                       | PC-46 (LRC) Protective Equipment                    | EC-Security-02 (LRC) Identification Badges        |
| PC-04 (LRC) Highly Restrictive Status                     | RI-24 (LRC) Patient Property                        | EC-Security-03a (Whitehall) Key Assignment        |
| PC-15 (LRC) Elopement Risk and Prevention                 | PC-02a (LRC) Non-Behavioral Restraint               | EC-Security-12a Workplace Violence                |
| PC-32 (LRC) Supervision of Patients During Medical Clinic | PC-22 (LRC) Diagnostic Radiology Services           | EC-Security-12b Workplace Violence-Active Shooter |
|   | PC-47( Suicide Smock)                               | EC-Security-13c Two Way Radios                    |
|   | PC-54 (LRC) Patient Restitution for Property Damage | RI-16 (LRC) Mail Security                         |
|   | HR-05 (LRC) Drug/Alcohol Testing                    |   |
|   | HR-41 (LRC) Kronos                                  |   |

# LRC Recipe Box.....by Teresa Hansen

## The “10-Day Refrigerated” Delicious Corned Beef (Start Preparing on March 7)

### Ingredients:

2 quarters water	1 cup kosher salt
1/2 cup brown sugar	1 tsp black peppercorns
8 whole cloves	8 whole allspice berries
12 whole juniper berries	2 bay leaves, crumbled
1/2 tsp ground ginger	2 pounds ice
1 (4 to 5 lb) beef brisket, trimmed	1 small onion, quartered
1 large carrot, coarsely chopped	1 stalk celery, coarsely chopped



**Directions:** Place the water in a large 6 to 8 quart stockpot along with salt, sugar, peppercorns, cloves, allspice, juniper berries, bay leaves and ginger. Cook over high heat until the salt and sugar have dissolved. Remove from the heat and add the ice. Stir until the ice has melted. If necessary, place the brine into the refrigerator until it reaches a temperature of 45 degrees F. Once it has cooled, place the brisket in a 2-gallon zip top bag and add the brine. Seal and lay flat inside a container, cover and place in the refrigerator for 10 days. Check daily to make sure the beef is completely submerged and stir the brine. On the 17th of March, prepare the corned beef in your favorite fashion!

## Fava Beans Salad (for 3 to 4 people)

### Ingredients:

3 lbs fresh fava beans	5 oz baby carrots
3 1/2 oz cheddar cheese	1 hard boiled egg
2 Tbsp cider vinegar	2 Tbsp walnut oil
1 tsp sweet mustard	salt and pepper to taste

Fresh Basil leaves



**Directions:** 1) Shell the fava beans from their pod by pushing the bean out of the shell. 2) Cook the egg in boiling water for 10 minutes. 3) Meanwhile, blanch fava beans for 3 minutes in boiling water. Drain and refresh under cold water, and then remove the outer membrane (press with two fingers, be careful not to crush the bean). 4) Drain and cool the egg and mash it coarsely with a fork. 5) Peel and grate the carrots. 6) Cut the cheese into small cubes. 7) In a bowl, combine vinegar, oil, mustard, salt and pepper. Add the beans, carrots, cheese and egg. Mix and sprinkle with basil leaves.



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



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*It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: The Diversity Committee, Phil Jefferson, Annette Murrell, the Wellness Committee, Becky Meulemans, Teresa Hansen, Stacey Wiltshire, Katelyn Glasgow, Brittany Thue, Allyson Headrick, Jennifer Moran, Jessica Codr, Lindsey Gonzales, Barry Berumen, Bill Gibson, and Stacey Werth-Sweeney.*



## LRC Recipe Box

### Rainbow Spring Dessert

#### Ingredients and Directions for Each Layer:

#### **1st Layer:**

1/2 cup butter, softened    1 1/4 cup flour                      1 cup pecans

*Cut the butter into the flour and mix all together for the crust. Press into a 9 x 13 pan and bake at 350 degrees for 20 minutes.*

#### **2nd Layer:**

8 oz cream cheese (softened)    1 cup powdered sugar    1 1/2 cup whipped topping (like cool-whip)  
pinch salt                      1/4 tsp almond flavoring    8 drops of yellow food coloring

*Mix well and spread on crust*

#### **3rd Layer:**

2 packages (small boxes) instant pistachio pudding mix                      3 cups cold milk

*Beat together and pour over 2nd layer. Chill.*

#### **4th Layer:**

2 cups whipped topping                      1/4 tsp almond flavoring    Enough red food coloring to make it pink.

*Mix and spread over green layer. This can be frozen but allow several hours to thaw. Garnish with sliced almonds and whipped cream if desired.*

