



# LRC REALITY CHECK

## Sherri Browning is the June Employee of the Month



Congratulations to Dr. Sherri Browning for being selected as LRC's Employee of the Month for June 2012. Dr. Browning has been employed at LRC since November 2010. Her co-workers state that she has creatively developed interventions for patients with complex problems who have not responded to previous treatment efforts. She and other treatment team members have helped patients prepare and give presentations on topics to keep them engaged in meaningful activities. She often is seen on the wards engaging with patients who are struggling in treatment.

Dr. Browning works collaboratively with treatment teams. She takes an active role in the team and offers a solution-oriented approach. She works efficiently and other team members know they can count on her to fulfill her responsibilities and assist in any task when necessary. Dr. Browning brings a much needed sense of humor to a challenging work environment. She works diligently to maintain a focus on the big picture. She readily accepts additional responsibilities to benefit the hospital at large. Despite having extra responsibilities as a result of a vacant psychology position, Dr. Browning has effectively triaged the work load while maintaining a high level of professionalism.

Dr. Browning received a gift card to Famous Dave's in appreciation of her work. Congratulations once again, Dr. Browning, and thank you for all that you do.

## Angela McKim is the July Employee of the Month



Congratulations to Angela McKim, SSII in Building #5 for being selected as the July Employee of the Month. Angela has been employed at LRC since January, 2009. Her co-workers state that she actively engages patients and ensures that their hygiene tasks are completed.

Angela maintains therapeutic relationships and professional boundaries with the patients. Angela is a very motivated employee. Her motivation shows through her assistance in keeping the environment on the units clean and organized.

Angela is a team player who shows high energy and enthusiasm as she works. She maintains a positive attitude and encourages others to do the same. She helps to create a positive work environment by interacting and joking with the patients and with her co-workers. Angela is described as a natural leader who is mature, and who is respectful towards everyone.

Angela received a gift card to WalMart in appreciation of all that she does. Congratulations, Angela, and thank you!!!

This month I have the pleasure to write Bill’s CEO Corner which unfortunately means that he has not been able to return to work as planned. We continue to wish him the best and hope that he is now, finally on the road to recovery.

In the past month the focus has been in the Immediate Threat situation that occurred in early June. As I said in an email earlier this month, it’s amazing what a less than 3 minute event can do and how much turmoil one situation can cause. I thought I would use this situation as a way to demonstrate how our PCC initiative is incorporated into our everyday lives here at LRC and even when we face these types of challenges.

Worth is about preserving the dignity of every person we come in contact with and taking pride in our hospital. It is difficult to manage difficult and violent patients on a day to day basis however; it is our responsibility and our job to do this without succumbing to violence or abuse. If you see and/or witness abuse or excessive force, you would be preserving the dignity of the person who was victimized and the hospital when you report and do what you can to prevent it from happening again.

Empowerment is all of us taking ownership and ensuring our environments are safe, that patients and staff are respected, that policies and procedures are followed and we are keeping ourselves informed. In the Just In Time Trainings we focused on the abuse/neglect policy, emphasizing what to do when you see/suspect abuse, and proper Mandt techniques.

Communication is listening to the instructions given, paying attention to the Just In Time Training concepts and ensuring that if we do not understand that we ask questions, we find the answers, and we follow through. There are policy changes to the Abuse/Neglect form and flow chart so please make yourself aware of those changes.

Accountability is probably what failed us the most in this situation. Most involved didn’t see the situation as “abuse” and called it a “Mandt Hold” when it clearly was not what is taught in Mandt and in fact, the education on that type of intervention is listed as a “prohibited practice” in your Mandt Trainings. The hospital was definitely held accountable to make necessary steps to help assure our community and our regulators that we are providing quality care and treatment and that we are not abusing our patients. Some individuals had their own personal accountability in this and Supervisors have a lot of work and accountability they need to do to ensure follow through with the plan of correction. As I stated in my email when this first happened, these events, although seemingly traumatic at the time, are great learning opportunities and we will be better because of this event

Relationships have been strained and have us re-looking and re-thinking about the way in which we do business. Specifically we are thinking about situations such as how difficult it might be for people to report and make allegations towards fellow peers. This situation also has an impact on LRC’s relationship in our community and with our patients and their families. People lose trust and question if we really are providing good quality care to the patients and families who depend on us. When Director Adams wrote that he was “embarrassed” about this situation, it was humiliating. We want our Director to have faith in what we do and this has tarnished that faith and that relationship.

Education has happened as a result of the Just In Time Training’s that occurred however, there is a lot more to come. We are planning on continuing that same type of training one time each quarter in particular with Nursing Service Staff. The Team Leaders and Compliance Specialists will be developing curriculum and tests for these trainings and we will hold them one time each quarter. If you have ideas and suggestions, please talk with your Team Leaders. The Team Leaders will also be educated and become Mandt Instructors. Ten of the current Team Leaders in 3, 5, and 10 will be going to training in August and September. This will help them to better help their teams be current and up to speed on Mandt concepts and philosophy.

While the Immediate Threat was not an ideal situation, I firmly believe that we will learn from it and be a better place because of what we have learned. Benjamin Franklin said that “Energy and persistence conquer all things.” We will continue to focus a lot of energy on this situation and be persistent about instilling the spirit of teamwork and focus on our Vision of helping people rebuild their lives. At the same time we will rebuild our reputation and instill faith in our patients and our community that we are a great place to work and care for others. PCC is our culture, it’s what we do and what we live so that when bad things happen, we respond and take responsibility for the situation, we reflect and we learn because **WE CARE!**



## Kudos—Now That's PCC

- ◆ **Kudos to the Therapeutic Recreation Staff** for providing great patient group T.R. opportunities while filling in and plugging holes in the schedules to offer as many activities as possible.
- ◆ **Kudos to Dr. Kathleen Barrett** for meeting with a consumer regarding a personal issue. She offered her expertise without any hesitation and made herself available to meet and assist the consumer process some treatment issues. She has subsequently followed up and attended additional meetings with the patient and the Recovery Specialist in order to find a workable solution to assist the patient in treatment.
- ◆ **Kudos to Sue Childress and Julie Valencia** for their willingness to help out with coverage when Whitehall staff meetings are conducted, and for providing supervision of youth whenever this is needed on the campus. Sue and Julie are quick to volunteer when there is an immediate need for coverage.
- ◆ **Kudos to Alicia Hackstadt** for picking up the duties with the Nutrition and Cooking Class for the Whitehall Campus.
- ◆ **A big Kudos to the 3-11 shift staff at Whitehall** for pulling together since their Team Leader has been out recovering from a serious accident.
- ◆ **Kudos to Jude Delgado** for her 19 years of service at LRC and Whitehall. She retired on July 5, 2012 to live in the mountains.
- ◆ **Kudos to Ashley Kriendert**, Whitehall's wonderful Psychology Intern from UNL for all of her work on the Whitehall campus.
- ◆ **Kudos to Deb McTee** for 29 years of service to the State of Nebraska and to LRC. Good luck in your retirement!
- ◆ **Kudos to Sandra Harrison**, Food Service Cook, for her 23 years of service to the State of Nebraska. Sandra retired on June 29, 2012.
- ◆ **Kudos to Audrey Kelly** for 34 years of service to the State of Nebraska and to LRC. Happy Retirement.
- ◆ **Kudos to Dave Nicklas** for finding and helping to lay down straw for the patients' gardens for Building #5.
- ◆ **Kudos to Les Adams and his housekeeping crew** for stripping, waxing, and sealing the tile in the Building #5 Activity Center. This was completed on schedule in order to minimize disruption of group activities.
- ◆ **Kudos to Building #5 Recreation Therapy, Occupational Therapy, Sandy Holmes, Marc Ostrander, Rachel Johnson, Maintenance, and all others** who assisted in the massive "spring cleaning" of the Activity Center.
- ◆ **Kudos to Cheryl McMurry, Tu Nam, and Ellie Friesen** for holding down the fort while the other ADONs attended emergency management training in Alabama. They were awesome!
- ◆ **Kudos to LRC Maintenance** for their hard work over the past six weeks moving furniture in Administration during the asbestos abatement and carpet installation projects. We're finally finished playing "musical office." This was a very disruptive project and the LRC Maintenance Crew helped it proceed week by week very smoothly.
- ◆ **Kudos to all LRC employees** who donated blood at the LRC Blood Drive on June 13. There were 13 donors with 12 units of blood collected, meeting 92% of LRC's collection goal. This also represents 13 hours of volunteer community service for LRC. Blood donors helped people in Lancaster, Saline, Seward, Polk, York, and Jefferson Counties. Way to go!!
- ◆ **Kudos to the Maintenance Team** for setting up the tent and the chairs in the cemetery for a beautiful ceremony.
- ◆ **Kudos to Stacey Werth-Sweeney, Rachel Johnson, and everyone else** for the excellent job they did in organizing the cemetery ceremony held on July 13.
- ◆ **Kudos to Terry Harmon** for cleaning and shampooing 3rd floor carpets in Building #14.
- ◆ **Kudos to John Weyer** for taking the extra time with a patient on 2 West. His Mandt skills are great!
- ◆ **Kudos to Abby Hawthorne** for always going the extra mile for fellow Compliance Specialists!
- ◆ **Kudos to Becky Roberts** for helping out and placing all of the database assessments back in the charts.
- ◆ **Kudos to the Pharmacy Team and the LRC Medical Staff** for their coordinated and successful efforts in reducing medication costs and staying under budget.
- ◆ **Kudos to Russell Parrish, SSII in Building #5**, for his quick intervention during a physical altercation between two Building #5 patients. He was able to separate the two patients and prevent further injuries from occurring.

Linda Page would like to thank everyone at LRC for being so supportive to her and her family after the loss of her husband. *She states, "Your generosity and concern have been very much appreciated by myself and my family. It is very nice to know that people you work with are supportive and show such concern for someone that a lot of you don't even know. You have touched my heart and I will never forget that. Thank you."* - Linda Page

## HEROS AMONG US



The LRC Reality Check Editorial Board would like to recognize Carol Christensen, RN. Carol was the first person on the scene when Whitehall Team Leader Adam Koenig was involved in a serious motorcycle accident. Carol had just come home from work and was sitting on the porch of her house with her husband when they heard the motorcycle crash. Carol put on her shoes and went to the street behind her house to see what had happened and her husband called 911. Carol assessed Adam and began CPR compressions until the paramedics arrived. Carol used her former experience in neonatal care to assist the paramedics with an intubation procedure. When asked about the accident and her response, Carol stated that she was just doing what she was trained to do. With Carol working in Building #5 and Adam working on the Whitehall campus, these two employees had not previously met, but fate clearly put them in each other's path on the day of the accident for a very special reason.

Adam has spent several weeks in the hospital recovering from his accident. He was moved to Madonna in late June to continue his healing. He will be returning to work very soon. Adam and his family, friends, and co-workers thank LRC employees for all of their positive thoughts, prayers, and cards sent after his accident.

## Off the Record.....by Jane Ahl



Congratulations to Jessica Scharffenberg, Building #3 Therapist, on the birth of her daughter, Maggie. Maggie was born at 10:25 p.m. on Tuesday, June 19, 2012. She weighed 9 lbs. and was 21 1/2 inches long. Maggie is healthy and Jessica needs some rest.

Congratulations to Linda Jiskra who married Dan Henslee on July 23, 2012 in Fort Collins, CO.



Congratulations to Audrey Kelly and Deb McTee who both retired from State of Nebraska service on July 6, 2012. Audrey worked for the State for 34 years and Deb worked for the State for 29 years. Congratulations also to Jude Delgado who retired on July 5 to move to the mountains after 19 years of service, and to Sandra Harrison who retired on June 29 after 23 years of service.



## Celebration of Life

On July 13, 2012, Scott Patterson and his sisters and mother from Utah visited LRC to place a headstone on the grave of their great-grandfather, John "Jack" McCandless. John McCandless had disappeared from his family members in the early 1900s and remained missing for 85 years. No one knew where or when he died, or what had become of him. Scott Patterson was able to obtain a copy of his great-grandfather's death certificate, which identified him as being buried in the LRC Calvert Street cemetery behind Building #5, the older of our two cemeteries.

Through his search, Scott Patterson learned that John McCandless was born in 1868 and died on March 13, 1926 at 57 years of age. He had been a farmer and a laborer for the railroad, and had lived and worked for some time at the "poor farm" in Fremont, NE. He described himself as a "Holy Roller" and prior to his death, he had verbalized his want to be a great preacher, talking of his love for God and religion. The Pattersons came to LRC to honor Jack's memory, his life, and to help put his soul at rest with a marker on his grave.

A small ceremony was held to commemorate the life of John McCandless, with Father Finn and LRC's Spiritual Coordinator, Rachel Johnson, officiating. During the ceremony, Mr. Patterson spoke of the children, grandchildren, great-grandchildren, and great-great grandchildren of John McCandless, several of whom work in mental health positions.

A dedication to the new memorial garden in the LRC cemetery

was also given by Carol Coussons de Reyes from the DHHS Office of Consumer Affairs after the ceremony.

A small potluck lunch was held with the Patterson family with food donated by LRC employees. LRC would like to express thanks to the Patterson family for bringing a stone to commemorate and dignify the life of their great-grandfather. By honoring Jack McCandless with a headstone and a ceremony, they honored not only his life, and the lives of his many offspring, but also the lives of all of the patients served at LRC. The Lincoln Regional Center staff were very honored to be a part of this event.

Many thanks to all LRC staff who helped coordinate this: Stacey Werth-Sweeney for organizing the ceremony and developing the program, Rachel and Renni Johnson for their beautiful chime music at the ceremony; Rachel Johnson for her moving speech; the Maintenance Crew for setting up the cemetery tent with the chairs and the green turf; the Maintenance Crew and Compliance Specialists for giving people golf cart rides to the cemetery, and to Carol Coussons de Reyes for her speech at the dedication of the LRC Memorial Garden, and to all of the LRC employees who attended the ceremony and brought food for the potluck lunch. All of you helped demonstrate to the Patterson family and to Nebraska how much we care at LRC.



*Allen and Lucille  
McCandless in their  
youth*



*Pictured above is John McCandless' daughter  
Lucille Patterson, with her children  
Jean, Robert Joseph, and Charles.  
Scott Patterson is the son of Charles.*

## Celebration of Life



*The Patterson Family from Salt Lake City, Utah:* Anabel Bodel, Scott Patterson, Kathryn Patterson, and Jeanette Vazquez.



Father Finn blessing the gravesite



## Dedication of LRC Cemetery Memorial Garden



# June Winners!

The LRC Wellness Committee would like to recognize our staff members that participated in the 2012 Lincoln National Guard Marathon, as this month's "Strut Your Wellness Stuff" winners. 10,000 people ran the streets of Lincoln for the 35<sup>th</sup> year of this annual event. Completing the 26.2 mile marathon from LRC were Jodi Kehler, Andrew Beck, Kyle Diefenderfer and Jenny Jennings. Completing the 13.1 miles half marathon were Jim Ruppelt and Trish Haenfler. Jim finished 3<sup>rd</sup> in his age division with a time of 1:30:05! Congratulations to all of you!! What an amazing accomplishment!



# July Winners!



What do our LRC employee's do during a summer of 100 degree temperatures?? They go outside and play some volleyball!!! We put the call out to see if anyone was playing this summer and the response was overwhelming!! The teams play at Playmakers and at Spikes...they play co-ed, all female and all male leagues...they play on all different nights of the week....and they all have a great time!!

The Wellness Committee would like to recognize the following staff members/volleyball players as our July "Strut Your Wellness Stuff" winners!! ... Cindy Huelsdonk, Diana Walker, Emily Rokusek, Irene Hirschman, Stacey Werth-Sweeney, Chris

Milching, Travis Beck, Kurt Lockard, Nicole Demar, Casey Cosgriff, Tiffany Prester, Beth Davidson, Scott Collier, Matt Ryan, Jodi Kehler, Sarah Van Cleave, Emily Wills, Kyle Diefenderfer, Stephanie Pinkston and Chelsey Gallagher.

Congratulations to you all!!! And don't forget to sign up for the Sand Volleyball Tournament coming up August 18<sup>th</sup>!! It will begin at 10:30am at Playmakers. Contact Emily Rokusek for details. Phone #: 479-5349. Sign up deadline is August 15<sup>th</sup>.

## Sand Volleyball Tournament



**Date: Saturday  
August 18**

**Play will begin at  
10:30am**

**Where:  
Playmakers**

- \$30 per team
- Pool Play and Single Elimination Tournament
- Family and friends are welcome!!

**6 X 6 CO-ED  
Recreational  
Tournament  
No more than 3  
guys on the court  
at one time**

CONTACT:

EMILY ROKUSEK

BY EMAIL OR

CALL

DEADLINE IS

August 15th!

The Wellness Committee would like to remind all LRC employees that Staff Development offers CPR training/renewal to ALL employees. Talk to your supervisor and contact Staff Development to schedule your training!



Interested in a corporate rate at your gym or a gym you would like to join? Contact a Wellness Committee representative and we will look into it for you.

Additionally, if you are currently a Prairie Life Fitness member, contact a membership representative at your club (Omaha and Lincoln locations). LRC employees may be eligible for a corporate rate.



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

There have been two subjects that have taken up much of the news reports over the last month:

National Health Care and Wildfires. Both topics may directly impact you, the reader. I have recently received two excellent articles that I wanted to share with you. The first is from the CDC, explaining the dangers of wildfire smoke and how to protect yourself and others from its ill effects. The second article is from HHS. This article fundamentally explains the Affordable Care Act and how it will affect you and your family.

Both articles can be found by following the links below:



<http://www.cdc.gov/Features/Wildfires/>

<http://content.govdelivery.com/bulletins/gd/USHHS-417d1d?reqfrom=share>

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

1. *Spontaneous Happiness* by Andrew Weil
2. *Talk to the Hand* by Lynne Truss
3. *Every Shot Must Have a Purpose* by Pia Nilsson
4. *Peace Like a River* by Leif Enger
5. *The Loren Eiseley Reader*
6. *Oprah* by Kitty Kelly
7. *America Revealed* by Life Magazine
8. *Made You Laugh* by Joe Garner
9. *Alligators Under My Bed and Other Nebraska Tales* by James Hager
10. *Airports: A Century of Architecture* by Hugh Pearman

The Resource Center is open Monday through Friday, 8:30 to 5:00, in Building #10

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

The temperature outside is searing while the LRC Policy Committee is once again sweating and toiling over the LRC Policy Manual, making the following revisions.

IM-28 (LRC) Documentation Guidelines  
IM-28a (Whitehall) Documentation Guidelines  
IM-32 (Whitehall) Email in Medical Records  
PC-16 (LRC) Treatment Planning Policy  
PC-06 (LRC) Suicide Prevention  
PC-28 (LRC) Off Campus Discharge Related Activities  
HR-22 (LRC) Employee Non Participation in Patient Care  
HR-31 (LRC) Employee Recognition

HR-42 (LRC) Court Appearance and Disposition Procedures

HR-36 (LRC) Employee Elective Activities at Work

HR-27 (LRC) Children of Employees at Work

EC-Security-18 (Whitehall) Security System Policy

EC-Emergency-02 (LRC) Code Orange Emergency Weather Policy

EC-Safety-08 (LRC) Temperature Logs for Dishwashers

EC-Miscellaneous-07 (LRC) Employee Owned Personal Property Use on Grounds

R1-14a (LRC) Consent for Telephone Calls and/or Visitors

MM-08 (LRC) Medication Reconciliation

MM-11 (LRC) Anticoagulation Management

MM-14 (LRC) Medication Labeling

PC-25 (LRC) Laboratory, Pathology, Critical Lab Values, and Medical Services

PC-63 (LRC) Fall Prevention Program

PC-68 (LRC) Patient Identification

PC-69 (LRC) Hand Hygiene

PC-70 (LRC) Standard Precautions



# Summertime at the LRC Arboretum..... by Rachel Johnson

Many thanks to Rachel Johnson for submitting these summer photos of the LRC pond and arboretum. She captured several images of our furry and feathered campus friends! Isn't our campus the best place to work for nature lovers?!!



## Animal Totems..... Submitted by Rachel Johnson



The patient Practical Spirituality Groups studied animal totems in June. The belief in animal totems draws from the philosophy that God or “the Divine” speak to humans through nature, even the presence of animals in our lives can be divine messengers. An Animal Totem is an important symbolic object used by a person to get in touch with specific qualities found within an animal which the person needs, connects with, or feels a deep affinity towards. Native American tradition provides that each individual is connected with nine different animals that will accompany each person through life, acting as guides. Different animal guides come in and out of our lives depending on the direction that we are headed and the tasks that need to be completed along our journey. This Animal Guide offers power and wisdom to the individual when they “communicate” with it, conveying their respect and trust. This does not necessarily mean that you actually pet or spend time with this animal, more that you are open to learning its lessons.

- ◆ Wonder how to tell what your animal totem is?
- ◆ Have you ever felt drawn to one animal or another without being able to explain why? This could be any animal, including birds and insects.
- ◆ Does a certain kind of animal consistently appear in your life? This doesn’t necessarily have to be a physical appearance, it could be represented in other ways such as receiving cards and letters with the same animal pictured over and over, unexplainable dreams of a particular animal, watching television and seeing the same animal featured time and time again, or actually having the animal show up.
- ◆ When you go to the zoo, a park, wildlife area, or forest, what are you most interested in seeing?
- ◆ Are there any animals that you find to be extremely frightening or intriguing?
- ◆ Is there a particular animal that you see frequently when you’re out in nature?
- ◆ Have you ever been bitten or attacked by an animal?
- ◆ Have you ever had a recurring dream about a certain animal, or a dream from childhood that you have never been able to forget?
- ◆ Are you drawn to figurines or paintings of a specific animal?

Once you’ve identified the significant animals, the next task is to study the animal’s characteristics, habitats and enemies. The animals we fear have just as much to communicate as do the ones we are drawn to.

### ***Here are some common animal totems and their qualities:***

Cats: guardianship, detachment, sensuality, mystery, magic, and independence.

Deer: compassion, peace, intellectual, gentle, caring, kind, subtlety, gracefulness, femininity, innocence, seller of adventure

Dogs: Noble, faithful, loyal, teaching, protection, guidance.

Dolphins: Kind, salvation, wisdom, happiness, playfulness, prudent, capable of deep emotion, happy.

Ducks: Water energy, helper of seers, can clearly see/deal with emotions.

Eagles: Divine spirit, sacrifice, connection to creator, intelligence, renewal, courage, illumination of spirit, healing, creation, freedom, and risk-taker.

Horses: Freedom, stamina, mobility, the land, travel, power

Owls: Clairvoyance, insight, messenger

Wolves: Loyalty, perseverance, success, intuition, spirit

Woodchuck: Sense of family and community, connection to seasonal changes, understands the power of cycles, ability to hibernate (sleep) during hard times

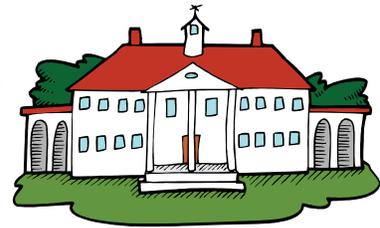
For more information, look up [www.legendsofamerica.com](http://www.legendsofamerica.com) and [www.animaltotem.com](http://www.animaltotem.com).



# CLUE!.....by Jane Ahl

This is our own LRC game of CLUE! Your job is to try to figure out from the clues in the “Rooms” below what Mystery Department it is. Then seek out and find the people from that Department who can answer the questions below. The top person to identify the most correct answers will receive a prize. Game answers should be turned in to Jane Ahl, HIM Secretary. The answers and more information about the Department will be featured in the next newsletter.

1. What department is this?
2. Who’s favorite movie is Casablanca?
3. Someone in this department’s favorite movie is A Beautiful Mind. Who is it?
4. Who’s favorite movie is The Sound of Music?
5. Who’s favorite movie is Big Trouble in Little China?
6. Who in this department loves Old Yeller?
7. Who’s favorite movie is Dumb and Dumber?
8. The movie 13 going on 30 is this person’s favorite. Who could it be?
9. Who loves the movie 16 Candles?
10. Who’s favorite movie is an Officer and a Gentleman?
12. If I worked in this department and my favorite movie was the Shawshank Redemption, who would I be?
13. There are 650 of these given out each month. What is it?
14. What is entered into a database for this department?



The Ballroom Clue –  
It’s a department with about 10 employees.

The Conservatory Clue –  
They give out about 650 of something every month.

The Billiard Room Clue -  
Their hours are 7:30 – 4:30 weekdays

The Library Clue –  
It’s in Building 3

The Kitchen Clue –  
You can’t get in

## New Patient Employment Program.....By Debbie Roberts



Psych Services has implemented an improved Patient Employment Program that went into effect on July 1. New patient employment positions have been added for Buildings #3, 5, and 10 including a painter position in Building #5, and additional housekeeping and Canteen positions for all three buildings. Job openings in Patient Employment Services will be posted. Interested patients will inform their treatment team of which jobs they would like to apply for. Job positions will have specific criteria for applicants to meet. The treatment teams will review these job interest requests and determine which patients are eligible to apply. The treatment teams will also be able to refer patients not eligible for the position to a Work Skills group. Patients who are eligible will have the opportunity to interview for the job they are interested in. The new Patient Employment Program will help patients learn and obtain interview experience, and obtain job skills while earning a wage. In addition, the work the patients do will benefit LRC. Please join me in supporting this new program and the patients participating in it!

## New Posting Process.....By Linda Henslee



In June, the Labor Management Committee convened to vote on a proposal for a new vacation posting process. This proposal was developed and submitted by Labor representatives on the Labor Management Committee, and approved by NAPE AFSCME. The new posting process will start on July 15. The new process involves employees submitting their vacation requests by order of seniority throughout the posting period, with the most senior employees submitting their requests at the beginning of the posting. Each employee now has a specific time period to submit their requests for days off. The new process has been found to be more efficient and people submitting their requests know right away whether their requested days are available.

Many thanks to the Labor members of the Committee for bringing forth their proposal and for making this positive change for themselves and their co-workers.

## Diversity Quotes for July

- \* **There is not a Black America and a White America and Latino America and Asian America; there's the United States of America. - Barack Obama Of Thee I Speak: A Collection of Patriotic Quotes**
- \* **This is America....a brilliant diversity spread like stars, like a thousand points of light in a broad and peaceful sky." - George H.W. Bush, RNC Acceptance Speech, August 18, 1988**
- \* **For we know that our patchwork heritage is a strength, not a weakness. We are a national of Christians and Muslims, Jewish people and Hindus, and non-believers. We are shaped by every language and culture, drawn from every end of this Earth; and because we have tasted the bitter swell of civil war and segregation, and emerged from that dark chapter stronger and more united, we cannot help but believe that the old hatreds shall someday pass; that the lines of tribe shall soon dissolve; that as the world grows smaller, our common humanity shall reveal itself; and that America must play its role in ushering in a new era of peace.—Barack Obama, Inaugural Address, Jan 20 2009.**
- \* **Fortunately, the time has long passed when people liked to regard the United States as some kind of melting pot, taking men and women from every part of the world and converting them into standardized, homogenized Americans. We are, I think, much more mature and wise today. Just as we welcome a world of diversity, so we glory in an America of diversity—an America all the richer for the many different and distinctive strands of which it is woven." - Hubert H. Humphrey, 38th Vice President under President Lyndon B. Johnson and U.S. Senator from Minnesota.**



## Welcome These New Employees



Allison Strom, RN



April Barber, SSII



Bobbi Wiest, YSS II



Brooke Sixta, RN



Luke Meier, SSII



Desirae Mares, RN



Gary Fletcher, Custodian/Housekeeper



Jennie DePeel, SSII



Kelly Balson, RN



Larry Cook, RN

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

# Welcome!

## More New Employees



Abigail Drabek, SSII



Faeza Osso, Food Service



Jeremy Kirkendall, SSII



Kayla Milchling, SSII



Michelle Meidt, SSII



Natalie Conant, SSII



Nathaniel Surratt, SSII



Challen Reynolds, Food  
Service Cook

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

**Welcomes!**

**Spice-rubbed Pork Tenderloin with Barbecue Sauce**

Ingredients:

- |                        |                     |                           |
|------------------------|---------------------|---------------------------|
| 1 Tbsp. sugar          | 1 Tbsp chili powder | 2 tsp. salt               |
| 1/4 tsp mustard powder | 1/4 tsp dried thyme | 2 (1-lb pork tenderloins) |

BBQ Sauce:

- |                                  |                  |
|----------------------------------|------------------|
| 1 cup prepared hickory BBQ sauce | 3/4 cup ketchup  |
| 1/3 cup orange juice             | 1 Tbsp soy sauce |
| 1 tsp hot sauce                  |                  |



1. In a small bowl, combine the sugar, chili powder, salt, mustard powder, and thyme. Rub the mixture on the tenderloins, coating all sides. Shake off any loose spices. Place the meat in a baking dish. Cover and refrigerate for at least 30 minutes or up to 24 hours.
2. Meanwhile, make the barbecue sauce. In a medium saucepan, mix all sauce ingredients and bring to a simmer. Cook over medium-low, stirring occasionally, for 10 minutes. Remove from the heat.
3. Set the meat on a hot grill, searing it on all sides (about a minute each side). Then move the meat from the direct flame and close the grill. Cook until a meat thermometer inserted diagonally into the center of each tenderloin registers 160 F (about 20 to 30 minutes). Remove the meat from the grill. Cover it with aluminum foil and let it stand for 10 minutes. Slice and serve with the sauce on the side. Serves 6 to 8.

**California Sushi Wrap**

Ingredients:

- |                             |   |   |
|-----------------------------|---|---|
| 2 cups cooked sushi rice    | 1/2 tsp salt                            | 2 Tbsp. rice vinegar                    |
| 1/4 cup chopped green onion | 4 (10-inch) flour tortillas             | 4 sheets nori, or 2 cups spinach leaves |
| 1/2 cup grated carrot       | 1 (8-ounce) package imitation crab meat |   |

1 cucumber, peeled, seeded, and cut lengthwise into 4 spears (we use the European variety)

Soy sauce packets

1. In a small bowl, mix the rice with the salt, vinegar, and green onion.
2. For each wrap, heat a tortilla in the microwave for 10 seconds. For an authentic sushi taste, place a sheet of nori on the tortilla (or use 1/2 cup of spinach if your family's not game for the nori). Spread about 1/2 cup of the rice mixture on top of the nori, then add a layer of grated carrot. Next, place a cucumber spear and a quarter of the crabmeat near one side of the nori. From that side, roll up the wrap and tuck in the ends.
3. Tightly cover each sandwich in plastic wrap and refrigerate for up to 24 hours. Cut in half and serve with soy sauce for dipping. Makes 4 wraps.



**Sweet as Pie Cupcakes**

Ingredients:

- |                                   |  |
|-----------------------------------|--|
| 1 dozen of your favorite cupcakes | 16-ounce can of white frosting               |
| 3 drops yellow food coloring      | 1 tsp cocoa powder OR 1 Tbsp chocolate syrup |

Red chocolate candies, such as M & Ms

1. Bake a dozen of your favorite cupcakes. Tint a 16-ounce can of white frosting with 3 drops yellow food coloring and either 1 teaspoon cocoa powder or 1 tablespoon chocolate syrup, then frost the cupcakes.
2. Transfer the remaining frosting to a ziplock bag, snip off a corner, and set the bag aside. Press red chocolate candies onto the top of each cupcake, then use the bagged frosting to pipe a lattice pattern over them and a zigzag crust around the edge.





**DHHS BEHAVIORAL HEALTH**

**LINCOLN REGIONAL CENTER**

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: Teresa Hansen, Anne Regelean, Tom Nider and the Pharmacy staff, Stacey Werth-Sweeney, Rachel Johnson, Debbie Roberts*

## CHARITABLE GIVING CAMPAIGN TO BEGIN AUGUST 6



Watch your mailboxes for the 2012 State of Nebraska Charitable Giving Campaign envelopes. The Campaign runs this year from August 6 through August 31, 2012.

Rachel Johnson is again coordinating the Campaign at LRC and more information about Campaign events will be available soon!