



LRC REALITY CHECK

Brenda Dickinson is the PCC May 2014 Employee of the Month



Congratulations to Brenda Dickinson, RN, for being selected as LRC's May 2014 PCC Employee of the Month! Brenda has been employed at LRC since December, 2009. Her co-workers state that Brenda takes her job responsibilities seriously, keeps others informed, and works to educate patients about their medication and treatment needs. She is always aware of patient health issues. Brenda arrives bright and early to work to learn what occurred on the previous shift. She often shortens her breaks to go care for a patient. She is thorough and clear when working with the Building #14 Medication Aids, and is always complimentary and encouraging towards her co-workers. She cares about her co-workers and calls to check on them when they are working in another area. She provides pop and food to staff who are working overtime hours.

Brenda passes medications and cares for 80 patients on her shift. The patients come first to her and she makes sure their needs are met. Her work ethic is described as "second to none." She sets a great example for getting work done with a smile and lifting others up along the way!

In appreciation of her hard work, Brenda is receiving a gift card. Congratulations, Brenda, and thank you for all that you do!

Diane Ellis is the 1st Quarter Supervisor of the Quarter



Congratulations to Diane Ellis, HIM Office Manager, for being chosen as the Supervisor of the Quarter for 1st Quarter, 2014. Diane has been employed at LRC since July of 1976. She initially worked as a secretary in the former Adolescent and Family Services program, providing support to a variety of clinician staff. She had oversight for the AFS medical records, trained new secretarial staff, and kept staff organized. She was described as a "self-effacing, efficient worker who was absolutely reliable, uncomplaining and always helpful." After 28 years in the AFS program, Diane accepted the position of Medical Care Review where she worked with the Mental Health Boards, County Attorneys, Clerks of the District Court, and LRC staff to ensure the paperwork requirements for mental health board commitments are met. Diane accepted the interim Office Manager position in 2013 and has since been hired full time as the HIM Office Manager.

Diane emulates the core values of DHHS by her continual commitment to excellence. Not only does she hold herself to this standard but she also embraces opportunities for her department staff to be prompt, and provides efficient and courteous service to their program staff. Diane's calm, kind demeanor coupled with her knowledge of what is required to get the job done is invaluable to building positive working relationships within LRC and with outside agencies. Diane chairs the Utilization Review and Health Information Committees and has been instrumental in helping LRC move forward with the electronic medical record. She is continually striving to learn. Diane continues to take college courses which demonstrates her openness to new learning. Diane is highly regarded by her co-workers as well as all other staff. She truly exhibits the qualities of Person Centered Care and all of the DHHS Core Competencies. Diane is supportive of her team. She is able to remain dignified and composed, and demonstrates loyalty and high regard for others. She cares about the people that she works with and the people served at LRC. Diane has recently spent much time assisting the new HIM Director acclimate to the agency, and also in training employees to be cross-trained and able to cover for each other. Diane is a kind, genuine, loyal and hardworking employee!

Signs of Summer

Well, it looks like we skipped right over spring and went to summer. Suddenly, the highs are in the upper eighties and headed to ninety, the kids are out of school and the pools are open. I don't know where the time goes. It seems like just last week I was complaining of cold, snow and short days.

The first thing I want to talk about this month is to provide an update on where we are with the AHRQ Culture of Safety Survey that we conducted last November. If you will remember, this survey asked about your perception of patient safety and safety of the hospital environment. There were 239 responses or a 45% response rate. The respondents were pretty equally divided between direct patient care nursing staff (105) and non-nursing staff (134). To quickly review, two strengths that emerged from the survey results were teamwork within units and supervisor/manager expectations and actions promoting patient safety. Three other relative strengths also were identified; organizational learning, overall patient safety grade and hospital management support for patient safety. There was an identified need for improvement in the area of non-punitive response to error. Four other relative areas for improvement were hospital handoffs and transitions, staffing, communication openness and overall perceptions of safety.

We have reviewed the results with the supervisors who in turn reviewed the survey results with you. From those meetings, the supervisors identified areas of concern that need to be addressed or strengths that could be built upon. The major themes or areas of opportunity for improvement that emerged are staffing, floating, communication, 3rd shift concerns, safety and security of the physical environment and safety of process and policy. Each theme had specific issues identified as opportunities for improvement. For example, insufficient exterior lighting in the parking lots was an issue identified in the physical environment theme. The Environment of Care Committee is going to be looking at this issue as well as the other issues identified under safety of the environment and may have a lighting study done to address this concern. Nursing service will be looking at the first four areas since the issues identified mainly impact nursing however, handoff communication impacts everyone so there may be overlap with other departments. The ADONs and Team Leaders will be leading this effort. The Policy and Procedure Committee will be looking at issues identified with safety of process and policy. Each group will be responsible for developing a response to the concerns identified. Not every issue will be resolvable but we will do our best to address the problems identified. For example, one concern with staffing was our nursing vacancy rate. This is not something we can fix by ourselves. It will involve State Personnel to help us develop a more attractive employment package to attract nurses.

The second thing I want to talk about is I am very pleased to announce that Dr. Roger Donovan will be starting at LRC on June 5 as our new Medical Director. Dr. Donovan comes to us from Salem, Oregon where he worked at the Oregon State Hospital. Before that he was at the VA Medical Center in Los Angeles. Dr. Donovan did his training at UCLA and received his MD degree from the New York College of Medicine. He also did graduate work at Northwestern University in Chicago. Dr. Donovan is married and his wife Melissa, who is also a doctor, but in psychology, has accepted a teaching position at Nebraska Wesleyan in the psychology department. They have one child. Please give Dr. Donovan a warm welcome when you meet him as he orients to the campus.

Finally, with regard to our facilities, the Legislature approved the funding for the relocation of the kitchen from K Building to Building 10. That project has undergone final architectural review, will be bid out shortly and will begin construction in a couple of months. The first thing that will happen is a new drive will be built off of Sugarberry lane to the east of Building 10 for access to the kitchen which will be built in the basement. A new loading dock with a covered weather protected entrance-way will be added to the exterior of the building. While that is being done, we will be looking at ways to improve the yard for Building 10. By the time fall rolls around the work will move indoors. The entire project will take about a year. Once complete, dietary will move from K Building to the new kitchen. Other functions and storage in K Building will be relocated and K Building will then be slated for demolition. We're also working on finalizing plans to improve the interior finishes of Building 5 and this project will go out to bid soon. In addition, plans are being developed to install a new elevator in Building 14. That project won't start for a couple of months after we figure out logistics with food service delivery.

In closing, I hope you all will have an enjoyable summer and stay safe in whatever your plans are for vacations or however you intend to enjoy the great outdoors.



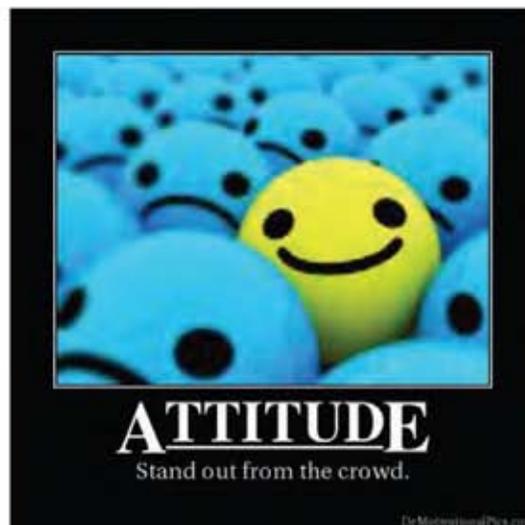
ATTITUDE

I attended a Leadership Training this past week and was reminded throughout the training how important our attitudes are. Sometimes attitude has a negative connotation when really attitude is about how we show emotion and react to things going on around us. In other words, attitude could be a positive or a negative reaction, it just depends. The most important thing is that in our Person Centered Care culture we know we have the opportunity to choose how we react and how we respond. Although we may not like something, we learn to Act with Tact and “clear the air” in a manner that is not hostile or aggressive. We empower ourselves to challenge rules/policies to ensure that we are providing the most optimal care and treatment and to ensure that our workplace is safe and secure. There are times as Leaders we have to stand our ground and we have to confront issues/concerns that can be very uncomfortable or even at times disheartening. Regardless, it has to be done.

At the seminar they talked about the word attitude, and said that if you give each letter of the alphabet a number the word attitude will add up to 100%.

- A = 1
- T = 20
- T = 20
- I = 9
- T = 20
- U = 21
- D = 4
- E = 5

100, ATTITUDE = 100%



In all my years of management, this is the first time, or at least the first time I remember, seeing this. We all know that when we are surrounded by people who are optimistic and positive, it makes us feel good. It’s similar to the “law of attraction” where like attracts like and by focusing on positive thought you can produce positive results. That’s not to say that you can always be 100% positive, because reality is that not all things work out in a positive manner. However, if we are realistic, positive and upbeat people will be more apt to listen and want to be around us. For our patients this inspires them to have hope and to believe that they will get better. That should be our #1 focus! Even if we have all kinds of sad, negative things happening at home, for 8 hours every day, we need to set it aside and walk through these doors ready to give it our all. Zig Ziglar said, *“Hardening of the attitudes is the most deadly disease on the face of the earth.”* William A. Ward said, *“Real optimism has reason to complain but prefers to smile.”* And, *“Real optimism knows the difficulties but believes they can be overcome.”*

PCC culture embraces that obstacles can be overcome and that every day that we are optimistic, it not only helps our patients, but we help each other to believe in something far more powerful than ourselves. We teach and show that hope is realistic and can be achieved. Walk through the doors this week with a smile on your face, even if you have to fake it until you make it! Your smile will be contagious and seeing others respond positively will help you get to that 100% of pure attitude!



Kudos—Now That's PCC!

- ◇ *Kudos to Marilyn Olsen for her hard work on the new video being created by the PCC Education Team!* - Abby Hawthorne
- ◇ *Kudos to LRC Employees for donating \$134 and 232 inches of food to the Food Bank in April.*—Sharon Ziers
- ◇ *Kudos to the Building #5 Social Work Team for helping me transition to the LRC Campus from Whitehall and for answering my millions of questions! You guys are great to work with..*—Kelsey Kronhofman
- ◇ *Kudos to the Diversity Committee for a great Cinco de Mayo celebration. It was very much appreciated.*—Diana Walker, Vicky Buchholz, and Tary Paris
- ◇ *Kudos to Building #14 Maintenance, Andy Miller, for always such prompt completion with work orders and GREAT communication about repairs and other physical environment occurrences in our building.* -Diana Walker
- ◇ *Kudos to Whitehall staff for helping one another when co-workers are on vacation.* - Sue Childress
- ◇ *Kudos to Whitehall's great nurses, Marijo Herman and John Weyer, for the work they do. Happy Nurses' Week!*—Sue Childress
- ◇ *Kudos to Julie Valencia at Whitehall for always being there in the morning to make sure I get into the building safely.* —Sue Childress
- ◇ *Kudos to Building #10 Programming Team, Linda DeVore, Anne Regelean, and Building #10 Dietary staff for kicking off the Building #10 Peer Coffee Cart. This is the Building #10 Wake Me Up and Get Me Going Peer Run Coffee and Tea Cart that travels the halls every weekday morning. Thank you to Dr. Michael Judson for the vision and to the team for making it happen.* —Rachel Johnson
- ◇ *Kudos to LRC and to Director of Nursing, Cheryl McMurry for supporting the nurses in working towards Psychiatric Mental Health Nurse Certification. Kudos to those nurses who have successfully completed the Psychiatric Mental Health Nurse Certification Examination..* - Vicky Buchholz
- ◇ *Kudos to Meloni Lines and a Huge thank you for always being there for Word Processing to cover for us when we are out. Mel is always great at making sure admission paperwork is completed on the time when Word Processing is not available. It is MUCH appreciated.* -Linda Page and Dana Volk, Word Processing
- ◇ *Kudos to Erin Bain for passing her ASWB Social Work exam.* - Jenny Jennings and Allyson Headrick
- ◇ *Kudos to the entire Building #14 staff: the nurses, SSII staff, Team Leaders, and therapists for the excellent care they provided to a Building #14 patient who was recently diagnosed with a terminal illness. They ensured this patient received the care he deserved. Everyone gave forth an extra 110% when needed.*—Shannon Black and others
- ◇ *Kudos to Marilyn Olsen for letting me interrupt her work regularly as we worked on a project together.*—Tary Paris
- ◇ *Kudos to all LRC staff that danced, marched, walked, and acted in our latest PCC video, and to the co-workers that supported them.*
- ◇ *Kudos to Tom Schmitz who is always very helpful in getting books and CDs for my groups from the city library.*—Corinne McCoy
- ◇ *Kudos to Anna Walker, Caitlin Bartman, Lindsey Gonzales, and Don Holmquist for helping cover my classes when I am gone.*—Corinne McCoy
- ◇ *Kudos to Karen Thaut, Building #10 HIM staff, for always being friendly and helpful.*—Corinne McCoy
- ◇ *Kudos to Ed Yeager and Paul Day for changing the shed keys so we could get in.*—Compliance Specialists
- ◇ *Kudos to Patti Osterhaus for getting through a very tough weekend in Building #3.*—Bruce Raffety
- ◇ *Kudos to Abby Hawthorne for helping us with audits while on light duty.*—Cindi Hunter and Marilyn Olsen
- ◇ *Kudos to Randy Willey for working with Building #3 on purchases.*—Building #3 EOC Committee
- ◇ *Kudos to the S5 staff for all the hard work they do, and for making a difference in people's lives!* -Scott Collier
- ◇ *Kudos to all LRC employees who gave blood in April on campus. The Blood Bank collected 10 units of blood, meeting 59% of LRC's collection goal to help people in Lancaster, Saline, Seward, Polk, York, and Jefferson Counties. Kudos to Makayla Campbell for coordinating this event.*
- ◇ *Kudos to Casey Thorell, SSII, for escorting an LRC patient to her discharge placement in Raleigh, North Carolina.*

Maintenance Department is the Team of the Quarter



Congratulations to the LRC Maintenance Department for being selected as the Team of the Quarter for the 1st quarter of 2014! The Maintenance Department employees are: Kurt Anderson, Facility Maintenance Supervisor, Paul Day, Bevan Flynn, Julie Hendricksen, Steve Hendricksen, Tony Jacobs, Marvin Jiskra, Boiler Room Supervisor, Tom Mahloch, Thom Marsh, Jeff McCain, Andy Miller, Dave Nicklas, Grounds Department Supervisor, Jim Reinsch, David Scott, Marvin Sheldon, Gordon Tebo, Facility Maintenance Manager, Mark Townsley, Steve Urban, Jeff Van Lent, Adam Wegner, and Ed Yeager!

LRC co-workers who nominated the Maintenance Team say that this group is the best! They fix things we break, fix things that get old and fall apart, or replace them. Maintenance staff help

people start their cars, change their tires, and open locked cars with keys left inside. They hang our blinds, move our furniture, clear the sidewalks and the lots, build things we need, get rid of things we don't need, keep the sinks and toilets running, plant trees, repair water main breaks, turn the heat and air off and on and off and on again, and they do all of this in addition to completing the rest of the multitude of tasks involved in their jobs, including responding to emergency needs. In the first quarter of 2014, on a cold Saturday morning in February, the Maintenance staff quickly responded when a water main broke. The water main was repaired in a very short time without much disruption to the hospital.

Maintenance is composed of many different sections of staff that all work together to keep things running smoothly. This includes Building Maintenance staff, the Grounds Crew, the Boiler Room Staff, Vehicle Maintenance, and the Maintenance Office Support staff. The Maintenance Department fills many needs on campus to help other teams accomplish their tasks and goals, and this also helps keep everyone working together. Everyone in the Maintenance Department is visible working at their jobs every day, and they complete their projects with a smile.



Do you know a team or are you a member of a team that you feel deserves recognition? If so, nominate this team today for the Team of the Quarter Award!! Teams can be a department at LRC, Committees, or Team Leaders and their staff, or a group of people working on special projects that benefit LRC. Winning teams receive a certificate and a \$100 cash award for the team to spend as they like. The LRC Recognition Committee also needs Supervisor of the Quarter and Employee of the Month Nominations. Employees of the Month receive a \$35 gift card of their

choice and a premium parking space for a month. Supervisors of the Quarter receive a \$35 gift card. Complete a nomination form today and send it to Linda Henslee. The following nomination forms can be found on the LRC shared drive in the LRC Forms and Template Folder.

LRC Form HR-31a Employee of the Month

LRC Form HR-31b Supervisor of the Quarter

LRC Form HR-31c Team of the Quarter



Good Catches



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



Building #14:

- Manny Gamez stepped it up and helped care for a patient who is now in a wheelchair.
- Kyle Malone took the lead as Incident Commander in a fire drill and was very successful.
- Lynda Murphy free-hand draws a new motivating cartoon on the 2 West white board every week.
 - Dave Younger found and reported a fallen piece of the Building #14 fence.

Building #5:

- Patrick, Kurtis, Bret, Denae, Mia, Wanda, Lyuda kept a safe environment for staff and patients during a highly escalated time on the unit. They worked together smoothly and stated that they know how each other works and they work well as a team.
- Larry Cook, RN, found a Monster Energy drink in the second floor center area and alerted the Compliance Specialists when several more cans were found in the charting/conference room.
 - Bo Orton found a pill on the dayhall floor of S5 during a building search.

Building #3:

- Travis Curry created hop scotch and two-square games with tape on the floor for patients on 2 West for an exercise activity.
 - Angela Blake quickly stopped an incident involving a patient wrapping elastic around her neck.
 - Lori Ditson had her RADAR on and responded to a potential incident quickly.

Maintenance

- Ed Yeager diagnosed a dangerous issue with a golf cart that he fixed before an accident occurred. The cart had ice, snow and mud build-up underneath the cart.
 - Paul Day noticed a patient start to scratch herself on a radiator unit and immediately alerted SSII staff.



Congratulations to Angela Blake, SSII, for winning the April Good Catch Award!!!



Following Up and Closing the Loop.....by Tary Paris

"People deal with us based on what **THEY** think of us, **NOT** what we think they should think about us. So when we make a commitment, we have to fulfill that commitment in the eyes of others." Henry Evans



How do you make commitments? How good are you at follow-up? Do you do what you say you are going to do, and who defines when the job is completed?

In our Person Centered Care workshop on Accountability and Service Recovery last October, we discussed the concept of "Closing the Loop". While teaching this concept to others, I had my own a-ha moment. I had thought I was great at following up, or closing the loop. I even thought they were the same thing. However, after many workshop practice sessions, some train-the-trainer moments happened for me. Now I think of these concepts differently.

Follow-up is when we check back with people. We do this when someone doesn't return our email. Maybe we pick up the phone, call them, and ask if they've had some time to think about our request, and can we talk about it now. I learned that following up is just taking the second step. First you email your question, then you call later and learn the answer. That's step one and step two.

Closing the loop is taking that process to the next level. It's the third step: going back to the originator of the question you initially asked and giving them feedback on what you learned during the second step. That person is now "in the loop" and has learned that you took their request seriously and got an answer to their question. And then you returned to them with results. That's closing the loop!

A Message from our Campus Cardinal.....Rachel Johnson



Have you seen me?

I am the cardinal (or one of two) that flits back and forth between Building K and Building 10. Sometimes you might even see me on the highest corner of Admin or Maintenance. Even though I'm singing in Spring, I am most associated with Christmas or winter because my color is bright and cheery. In fact, I got my name from the color of robes worn by high-ranking Catholic

priests. The word "cardinal" comes from the latin word "cardo" which means hinge. The word cardinal is used to describe something with primary or essential qualities, something so important that it functions as an axle, or something other things hinge around.



Many people believe that seeing my kind can have a special spiritual message. The Cherokee believe that the cardinal is the daughter of the sun. Legend has it that if you see a cardinal flying upward, toward the sun, you will have good luck. Conversely, if you see one flying down toward the earth, watch out for bad luck.

Red is the color of the root chakra, the energy center associated with stability, survival, and security. The sighting of a Cardinal can be reminding you to remember that you should be proud of yourself, your abilities and things you have achieved. It is often seen as a sign of encouragement during difficult times, that stability will return to you. Red is a color of vitality, passion, even anger, are these issues sources of struggle? I may be calling you to give these areas of your life closer attention. Watch and listen for me on your walks - my rich red color and cheerful tune can restore your confidence, energy and creativity.

Excerpted from *Birds: Explore the Symbolism and Significance of These Divine Winged Messengers* (Adorns Media, a division of F+W Media, Inc.; January 2012), by Arin Murphy +Hiscock. Pics 4/28/14 Lincoln Regional Center by RSL.

Happy Thoughts can Make YOU Happier!

You know that feeling you get when you hear one of your favorite songs? The one that makes you stop everything you are doing, and you just can't help but break into a chair dance? Happy thoughts work at work! You can train your brain to feel positivity.

- P** **Dare to Share:** YOU have great things going on in your life! Giving creates more happiness: a smile, some of your time, say a sincere thank you.. Paying a specific compliment to others can make their day – and yours!



Fun fact: “Happy people are more productive.”

- C** **Choose Your Groove:** YOU have the right to choose every single way you do things. When the work is getting done, YOU get to choose to approach tasks from a positive point of view.



Fun Fact: “Negative emotions are bad for your health.”

- C** **Strive & Drive:** Push yourself to do a little extra. Give that Baker's Dozen. Offer more than you are asked for, and push yourself to set goals that stretch your expectations. You CAN do more than you realize. People tend to do what is easy before what brings them joy.



Fun Fact: “People are happier when they keep busy and set goals.”

We spend 75% of our waking hours engaged in work-related activities. You can make that a positive thing! Give yourself a moment to share, groove, and strive to our video celebrating our happiness at work. Here is the link to the LRC “Happy” Video:

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

Congratulations to this month's Strut your Wellness Stuff Award Winners, LisaMaria Robertson and Kelly Johnston. They are being recognized for their ongoing commitment to living a healthy lifestyle.



LisaMaria Robertson, an HSTS in Building 5, decided to change her lifestyle about a year ago when her doctor sternly gave her the news that she was pre-diabetic and that it was a preventable condition. After that, she started exercising and signed up for boot camps. LisaMaria read up on healthy foods and the benefits of non-processed foods. She doesn't drink pop or coffee, but gets a natural boost from the exercise! She said that she never considers it a diet and doesn't prohibit herself from certain things. But rather, each day she makes effort to make better choices. LisaMaria recommends that you "don't be a slave to the scale", because the number doesn't mean anything. It's about the lifestyle as a whole. Once she got into this habit, she noticed having more energy, her clothes fit better and was able to wear smaller sizes, got into different hobbies, started getting more accomplished at work, and became more active in the community. She also found it helpful to mix up her work outs and makes sure they are activities she enjoys like belly dancing, boot camps, cycling, and walking the dog, to name a few. After a year, she is no longer pre-

diabetic! Way to go LisaMaria, keep strutting your wellness stuff!



Kelly Johnston, who is a pharmacist on campus, is dedicated to her healthy lifestyle. She makes sure to go to the gym 4-5 times per week and typically runs 32-40 miles per week. Kelly finds it best to work out over lunch to help avoid making excuses not to go and to help her stick to a routine. Even when she's tempted by goodies that her pharmacy co-workers bring in, she tries to eat healthy food. To her, healthy food includes lots of fruits and vegetables, but she chooses to enjoy them with ketchup! When asked about a tip for others, she recommended "never skip the gym on a Monday, it tends to cause people to just skip the entire week". Her co-workers say that Kelly shares health tips with them and if they are trying to make healthy changes, she is helpful and encouraging. She says supermodels motivate her to stick to her routine, but I think we could all be motivated by Kelly! Way to strut your wellness stuff!

SAVE THE DATE!! LRC ANNUAL HEALTH FAIR ON JUNE 11!!



LRC's 9th Annual Health Fair is Coming Up! The Health Fair will be held this year on June 11, from 11:00 a.m. to 4:00 p.m. in the garden level of Building #3. Watch for fliers from the Wellness Committee for more details on this great event!

There will again be several vendors with healthful tips for everyone. Over 40 vendors are scheduled to be there including Deer Oaks EAP, Midwest Myotherapy, Goodlife Fitness, Fit4Lincoln, Krueger Family Dental, LRC Resource Center, YMCA, Akins, Community Blood Bank, United Health Care, Ameritas, Doane College, Lincoln Children's Zoo and Museum, Anytime Fitness, Trader Joe's, Smith Hayes Financial, Mary Helen's Pies and Pesto, Whole Foods, Bryan Health Center for Sleep Medicine & Heart Health, K & D's Bees, Lincoln Family Medicine, State Credit Union, Alzheimer's Association, Natural Grocers, Family Dermatology Clinic, Body OverHALL, The Running Company, and MUCH MORE including free chair massages and blood pressure screenings. There will be free handouts, food samples, and door prizes! Don't miss out on this great event!

The Heoya Food Truck will be at LRC from 1100 a.m. to 2:30 p.m. for the Health Fair.

Arbor Day Photos

On Thursday, April 24, 2014, LRC held its 36th annual LRC Arbor Day Celebration. Each year on the day before the Arbor Day Holiday, LRC celebrates with a tree-planting ceremony to commemorate the lives of current and former LRC employees who have passed away. This year, 7 memorial trees were planted in memory of the following people: Rhonda Bailey, former RN, Albert Hanzlicek (husband of long time employee and former Therapeutic Recreation Director, Rose Hanzlicek), Donna Hollamon, former receptionist/switchboard operator, Wilma Nelson, former Head Nurse, Dave Reece, Security Specialist II, Carole Smith, former Volunteer Coordinator, Fay Whitla, MD, former Psychiatrist at LRC.

In addition to the memorial trees, a Domingo Pine tree was also planted in honor of Billy Haughton, Food Services Worker, to celebrate his 50-plus years of service to LRC. Billy has now worked at LRC for 51 years! Several family members came to participate in the planting of their relatives' memorial trees and Bud Dasenbrock, former Director of the UNL Grounds Department spoke at the event. LRC has continued this longstanding tradition of planting Arbor Day trees for 36 years. During our ceremony, we remember the lives of people we have lost, honor the service employees give to LRC patients, and celebrate the healing and soothing power of nature that our own LRC Arboretum offers us.



Bud Dasenbrock, Guest Speaker



Stacey Werth-Sweeney honoring Billy Haughton for his service



Royal Crabapple for Fay Whitla, MD



Golden Glory Cornelian Cherry Dogwood for Rhonda Bailey



Jane Magnolia Tree for Donna Hollamon



Appalachian Red Redbud Tree for Dave Reece

Arbor Day Photos



Domingo Pine Tree for Billy Haughton



Butterflies Magnolia Tree for Carole Smith



Frontier Elm Tree for Albert Hanzlicek



Elegant Shrub Rose Garden for Wilma Nelson

LRC Receives “Above & Beyond” Award

LRC recently received the Employer Support of the Guard and Reserve (ESGR) Above and Beyond Award. The Above and Beyond Award is presented by Nebraska ESGR Awards Committee to special employers in Nebraska who have supported their military employees beyond the legal requirements established by the Uniformed Services Employment and Reemployment Rights Act (USERRA). LRC's exceptional patriotism was presented to the Awards Committee by Sergeant Steven Diefenderfer (Team Leader at LRC). Sergeant Diefenderfer attended the Awards ceremony with his supervisor, Craig Cooper, Associate Director of Nursing, accepting the award for LRC. The Awards Banquet was held on Saturday, May 17 at the Omaha Marriott.

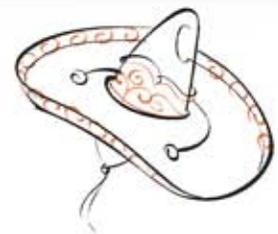
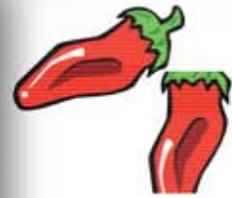
Pictured in the photo left to right: Major Ken Blake, Brigadier General, Rick Evans, Sergeant Steven (Kyle) Diefenderfer (LRC Team Leader), Craig Cooper, LRC Associate Director of Nursing, and Walter Zink II, Nebraska Chair of the ESGR .



Photographer: ESGR Volunteer, Vicki VonLoh

Cinco de Mayo Photo Collage.....by Stephanie Wolf

Kudos to the LRC Diversity Committee who held their annual Cinco de Mayo lunch on Friday, May 2 in the patio area of Building #10. 105 employees attended this year on a beautiful spring day. Here are some photos of LRC employees enjoying the event and the delicious food!



Diversity Committee Quotes for May 2014



May is Asian Pacific Heritage Month

“A lot of different flowers make a bouquet.” -Muslim Origin

“Being Asian American means having a key to a 5,000+ year old library where the wisdom and the lessons from the past can be shared with the world.” – Wellington Chen, Executive Director Chinatown Partnership, New York

“Ethnic pride is a very good thing. America is one of the places which most reveres the distinctive ethnic, racial, religious heritage of our various peoples. The days when immigrants felt compelled to Anglicize their last name or deny their heritage are, thankfully, gone. But pride in one's ethnic and racial heritage must never become an excuse to withdraw from the larger American community. That does not honor diversity; it breeds divisiveness. And that could weaken America.”- President Clinton, Portland State University, 1998 Graduation

Diversity Committee Quotes for May 2014

During the Cinco de Mayo celebration on May 2, the Diversity Committee presented the “Diversity Person of the Year” award to LRC employee, Kathy Borg. Kathy was chosen for this award for reinventing the adult education offerings at LRC. She delivers this service to all three hospital programs on the LRC campus and is enthusiastic and passionate about her work.

Kathy gives LRC patients the opportunity to learn and have success in a classroom setting which helps them rebuild their confidence and strive towards recovery and discharge. Kathy treats all people served at LRC with dignity and empowers them to believe they can succeed. This helps people work towards acceptance of their past and their condition and to a belief that they can be successful. Building hope and strength is paramount to recovery. Kathy is dependable, outgoing, and hard-working. She generates several new ideas for the facility, including the creation of baseline processes that were commended by LRC's Joint Commission surveyors.

Congratulations, Kathy, for winning the 2014 Diversity Person of the Year Award!!



May is the month of Mother's Day, graduations and severe weather.

While these are usually occasions of great joy, these events can also be a source of much stress and anxiety for some people. The Anxiety and Depression Association of America has an excellent website with good information and links to deal with stress. It also has a page devoted to preparing for and surviving severe weather events.



<http://www.adaa.org/understanding-anxiety>

<http://www.adaa.org/living-with-anxiety/managing-anxiety/hurricane-season-here-how-reduce-your-anxiety>

Check Out These New Books for Mayby Tom Schmitz

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|---|--|
| 1) <i>Ten Steps to Relieve Anxiety</i> by H. Michael Zal | 6) <i>Rocks and Fossils</i> by Robert Coenraads |
| 2) <i>Surviving Depression</i> by Robert L. Hamlett | 7) <i>The Art of Talk</i> by Art Bell |
| 3) <i>Emotional Intelligence</i> by Daniel Coleman | 8) <i>Norman Rockwell</i> by Robin Sommer |
| 4) <i>Take Charge of Bipolar Disorder</i> by Julie Fast and John Peterson | 9) <i>Gladiator</i> by Diana Landau |
| 5) <i>Are You Somebody?</i> By Nuala O'Faolain | 10) <i>Creative Garden Design</i> by Reader's Digest |

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



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

Spring has been so slow to arrive but green grass and new growth are now here, along with these new and improved LRC Policies!

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| <ul style="list-style-type: none"> • PC-29 (LRC) Patient Supervision at Community Hospital • PC-33 (LRC) Yard Policy • IM-28 (LRC & Whitehall) Documentation Guidelines • IM-02 (LRC) Client Computer and Internet Use | <ul style="list-style-type: none"> • MA-09 (LRC) Approval for Food Purchases (new policy) • EC-Safety-13 (LRC) Electric Equipment • EC-Hazard-01 (LRC) Removal/Disposal of Asbestos- Containing Building Materials • EC-Safety-06 (LRC) Traffic Safety • EC-Safety-14 (LRC) Latex Allergy • RI-01 (LRC) Patient Rights and | <p>Responsibilities</p> <ul style="list-style-type: none"> • RI-36 (LRC) Code of Ethics • HR-11 (LRC) Daylight Saving Time Payment • LD-11 (LRC) Conflict of Interest— Medical Staff |
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Welcome these New LRC Employees..... by Nichole Newland



Elaine Arrington, SSII, On-Call



Samantha Bryan, SSII, Bldg 3



Trent Chestnutt, SSII, Bldg 5



Roger Donovanick, MD
Medical Director



Bevan Flynn, Maintenance Specialist



Kara Graham, SSII, Bldg 5



Michael Hamicksburg, SSI, Bldg



Patricia Harding, SSII, Bldg 3



Amanda Hatzenbuehler, RN,



Joseph Hill, SSII, Bldg #3



Joy Iromuanya, SSII, On-Call



Pamela Jones, SSII, Bldg 3



Diana Kindler, Food Service Cook



Hailey Korus, SSII, Bldg 3



Trisha Lamblin, Secretary II



Logan Maschmann, YSII, Whitehall

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



Ryan McIntyre, YSSII, White-hall



Guyla Pasco, RN, Bldg 5



Christopher Plummer, Food Services Cook



Randy Rentfro II, SSII, Bldg 5



Anna Robinson, SSII, Bldg 3



Erika Robinson, SSII, Bldg 3



Katie Sausaman, RN, Bldg 5



Erin-Ann Scott, LMHP I,



Returning Employee: Sara Steele, On-Call Pharmacist



Michael Vogt, SSII, Bldg 5



Kristen Woods, Team Leader, Bldg 5

Please join us in welcoming all of our new employees and help them acclimate to LRC and to their new job roles!

Rice Krispie Treat Popsicles

Ingredients:

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|------------------------------------|----------------------------------|
| Rice Krispie Treats recipe (below) | 18 popsicle sticks |
| 13 x9 inch pan | Wax paper |
| Chocolate Chips | Sprinkles |
| Rice Krispie Treats | |
| 3 Tbsp butter or margarine | 1 package 10 oz. of marshmallows |
| 6 cups rice krispie cereal | |



In a large saucepan, melt butter over low heat. Add marshmallows and stir until completely melted. Remove from heat. Add rice krispies cereal. Stir until well coated.

Chocolate Dip:

- 1 1/2 cups chocolate chips (or white, butterscotch, chocolate, or strawberry)
- 1 Tbsp vegetable oil

In small microwave safe bowl, combine chocolate morsels and oil. Microwave on high for 1 to 1 1/2 minutes, stirring every 30 seconds.

Rice Krispie Treat Popsicles Assembly: Press Rice Krispie Treats into the 13 x 9 x 2 inch pan coated with cooking spray. Cool. Cut into 18 3 x 2 inch bars. Push one stick into the bottom of each bar. Slightly shape the Rice Krispie Treats edge to resemble a popsicle. Dip bars into chocolate and into sprinkles. Place on wax paper lined baking sheet. Refrigerate until chocolate is set. Recipe found at Kelloggs.

Spring Minestrone Soup

Ingredients:

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| 3 Tbsp olive oil | 6 green onions | 2 green garlic stalks, or 2 |
| large garlic cloves | | |
| 1 15 oz can of diced tomatoes | 1 15-oz can chickpeas | 1 quart vegetable or chicken stock |
| 1 cup peas | 1 lb baby potatoes, or Yukon gold, cut into 1 inch chunks | |
| 1/2 lb asparagus, cut into 1-inch chunks | 1/2 lb artichoke hearts (fresh or frozen, chopped roughly) | |
| 2 cups greens (dandelion, chard, spinach, kale, arugula, etc), sliced into thin ribbons | | |
| Up to 1/4 cup pesto | Grated parmesan | |



Chop the green onions and green garlic and separate the white and light green parts from the green tops. If you are using regular garlic cloves, put them with the white parts of the green onions. Slice the potatoes and artichoke hearts into chunks you would want to eat with a spoon. In a large pot set over medium-high heat, warm the olive oil for 1 minute. Add the white parts of the green onions as well as the garlic and stir-fry for one minute. Add the potatoes, stir to combine and cook one minute.

Add the diced tomatoes with their liquid and the quart of vegetable or chicken stock. Bring to a simmer, add salt to taste, then cover and cook over medium-low heat for 10 minutes. Add the artichoke hearts and cook another 5 minutes, then add the chickpeas and green peas and cook another 5 minutes. Remove the cover from the soup and add the asparagus. Cook 2 minutes.

Add the greens and the green parts from the green onions and the green garlic, if using. Stir well to combine and cook one minute. Turn off the heat and stir in the pesto. Serve topped with grated cheese.

Linda Henslee—Editor—479-5388

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Tom Schmitz—479-5475

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Nichole Newland—479-5432

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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, the Wellness Committee, Becky Meulemans, Tlyson Strom, LisaMaria Robertson, Teresa Hansen, Stephanie Wolf, Kathy Borg



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



One More Recipe

Grilled Eggplant with Garlic Cumin Vinaigrette, Feta & Herbs

Ingredients:

Vinaigrette:

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|-------------------------------|---|----------------------------------|
| Small clove garlic | 1 Tbsp fresh lemon juice | small shallot, very finely diced |
| 3 Tbsp extra virgin olive oil | 1/2 tsp. cumin seed, lightly toasted & pounded in a mortar or ground in a spice grinder | |
| Pinch cayenne, more to taste | | |



Eggplant:

- | | |
|--|---|
| 1 large globe eggplant, trimmed and cut into 1/2 inch rounds | 3 Tbsp extra-virgin olive oil; more as needed |
| Salt | 1/4 cup crumbled feta |
| 2 Tbsp chopped fresh mint | 2 Tbsp chopped fresh cilantro |

DIRECTIONS: Make the vinaigrette. Mince the garlic, sprinkle with salt, and mash into a paste. Combine the garlic paste and 1 Tbsp lemon juice in a small bowl and let sit for 10 min. Combine the shallot with remaining lemon juice and a pinch of salt in another bowl and let sit for 10 minutes. Whisk the olive oil, cumin and cayenne into the garlic mixture. Season to taste with salt or more cayenne. Grill the eggplant: Prepare a medium high grill fire. Brush both sides of the eggplant slices with olive oil and season with salt. Grill (covered on a gas grill, uncovered on a charcoal grill) until golden brown grill marks form, 3 to 4 minutes. Turn the eggplant and grill until tender and well-marked on the second sides, 3 to 4 minutes more. The interior should be grayish and soft rather than white and hard. Top grilled eggplant slices with the shallots, feta, and herbs. Whisk the vinaigrette and drizzle it on top. Serve immediately.