



LRC REALITY CHECK

Jeff Van Lent—September PCC Employee of the Month



Congratulations to Jeff Van Lent, Maintenance Specialist, for being selected as the September PCC Employee of the Month! Jeff began working at LRC in August 1999. His co-workers stated that he always has a good attitude. He helps people on his own without being asked. He is always courteous and pleasant towards patients and staff members.

Jeff is currently remodeling patient rooms in Building #10. This project has involved replacing drywall, painting, removing all of the floor tiles and putting down new epoxy floor covering. He has done all this while completing all of his other maintenance duties, including taking care of Building #9. In addition, Jeff helps his co-workers in other buildings with their projects. He is always willing to help others, including co-workers, patients, and visitors to our campus. He

volunteers information for people who need it.

Jeff has a very positive outlook throughout his work day. He is quick-witted which helps keep everyone laughing on a daily basis.

In appreciation of his hard work, Jeff received a gift card to Famous Dave's. Congratulations once again, Jeff, and thank you for all that you do!

Allyson Headrick is the October PCC Employee of the Month



Congratulations to Allyson Headrick, Social Worker in Building #5, for being chosen as the October PCC Employee of the Month! Allyson has been employed at LRC since August, 2012. She has a very positive and caring attitude and takes a holistic approach with the patients. Allyson meets the patients where they are at in their treatment during periods of growth and setbacks. She always looks for ways to give hope to the patients while also focusing on their own personal responsibility and empowerment. Allyson is willing to think outside of the box and try new ideas to contribute to patient care. Allyson has also been providing individual therapy for patients referred for this.

In addition, Allyson is always willing to participate on special committees and projects. She was recently chosen to represent the LRC Social Work Department on the Task Force to Reduce Restraint and Seclusion. She is a great team member who contributes information. She has also participated on the Social Work Promotion Committee and the Wellness Committee, and she helps make their projects successful.

Allyson has a fun, energetic, and can-do attitude. She genuinely enjoys the work that she does and her enthusiasm rubs off on others. She is a great communicator who takes the time to listen and hear messages. She is quick to take advantage of opportunities for growth for herself, the patients, and for LRC. She strives to create win-win situations and to make others feel valued and appreciated. She is a positive role model for both patients and employees.

In appreciation of her hard work, Allyson received a gift card to Target. Congratulations again, Allyson, and thank you for all of your hard work!

Are You Ready?

This month, I want to update you on our progress on our three main initiatives I have been talking about through the course of this year. These are our Joint Commission preparedness, our realignment for active treatment and the next roll out of the WE CARE behaviors. As you probably have heard by now, the Joint Commission was at HRC on October 16 and 17. This is important to us because it 1) gave us a flavor for what the Joint Commission surveyors are highlighting this go round and 2) alerted us to the fact that JC may be here sooner than we think. Three years ago, the Joint Commission came to LRC in January and was at HRC the next week. The fact that they arrived at HRC three months early this time could mean that they could be here any day. Or, it could mean nothing at all. Regardless, I am pretty sure we are pretty well prepared. Why do I feel that way? I feel confident because Dr. Fields visited in late June and conducted a mock survey. He recommended several areas for us to focus on. He returned in October for a recheck for final preparations for our survey. He gave us good marks for the progress we have made on the areas that needed work. We still have work to do on seclusion and restraint and we have multiple efforts underway to try and address this issue. The point is we are aware of the issue and we are working on it.

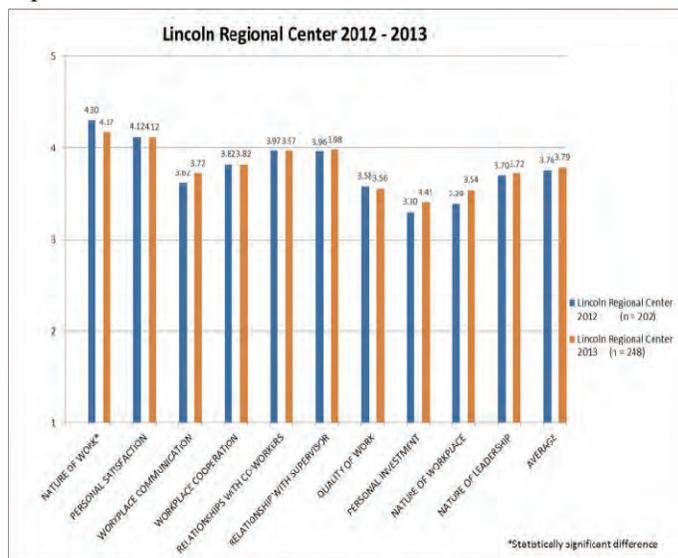
A second area of concern with our Joint Commission survey is active treatment. In September, we realigned the programming departments so that the clients in Buildings 3, 5 and 10 would receive programming that was better focused and reflective of the particular needs of the patient population in each building. Under the direction of Drs. Brynolf, Judson and Cimpl-Bohn, the programming schedules in each of the buildings have been reworked and retooled. The therapists and RT staff in each of the buildings report to the psychologists and together they are developing programming that more closely meets each patient’s individual treatment goals.

These are two areas of sustained emphasis that we must place a high priority on regardless of the Joint Commission survey. We need to improve in these two areas in order to make LRC a better place to heal and a safer place to work. Each month I meet with new employees in New Employee Orientation. I ask them why they applied for a job here and want to work here. More and more I get the response of “I know so and so and he/she said it was a good place to work”. The primary reasons that employees say that LRC is a good place to work is because employees treat each other respectfully and we help very sick people get well and manage their mental illness. We need to continue to develop that level of quality and our culture of service.

Our culture of service excellence is our third priority area and to keep that initiative moving, Gail Scott returned in October for the next installment of the WE CARE behaviors; accounta-

bility and service recovery. Our new PCC coordinator, Tary Paris started in August and is really getting involved in the organization. She is working with Debbie Roberts as we begin the roll out of the next phase of our service excellence initiative which will begin October 28.

Finally, I recently received the results of the HHS Employee survey we took back in April. I discussed these at the last Supervisor meeting. We will be forming a study group to review the data and make recommendations for areas of improvement. One chart that I want to share with you now shows the overall responses for LRC.



There are three changes in the responses that I want to highlight from 2012 to 2013:

- Total responses increased from 202 to 248 out of about 500 employees
- The overall positive response rate increased
- Positive responses increased in eight of the ten dimensions

We will be discussing these results in conjunction with PCC in order to continue to make LRC a better place to work.

In closing, I can’t believe that we are already half way through the Big Red season! Before we know it, one of my favorite times of the year will be here; Thanksgiving. This year I have plenty to be thankful for; like I am still here and can still play golf. I am especially thankful this year because in September, I was able to do something I had only dreamed about; play Pebble Beach. It is something I have always wanted to do but kept putting off. After my illness last year, I decided I wouldn’t put it off anymore. It is a round of golf that I will always remember. I hope all of you have a memory like that to cherish. I wish you all the best as we approach the holiday season.

As we edge into the fall season, we are faced with the fact that along with all the holidays coming up, we will also have a Joint Commission survey any day now! Dr. Fields came for a return visit last week to follow up with the recommendations he gave us in June. He was very complimentary of the work we have accomplished in such a short period of time. Being survey ready all of the time takes a lot of work, practice, and commitment. The fact that we pride ourselves in quality care and treatment means we should be ready and I am confident that we are. Dr. Fields identified these areas as priorities for us to work on in the next 30-45 days in order to optimize our survey readiness:

- Restraint Use:** Plan a formal RPI process for the reduction of restraint rates
- Leadership:** Refine preparations for the opening conference and leadership sessions
- Active Treatment:** Improve engagement of non-scheduled patients in Day Areas
- Treatment Plans:** Reduce expectations for ‘compliance’ and add personal attributes

The full report can be viewed at: [S:\DR FIELDS\Fields 2013 \13NeLRC1015report\(301\).doc](#)

In addition to these recommendations, the Compliance Specialist Team is tasked with interviewing staff with some specific questions related to their knowledge of policy and procedure, their role in the various National Patient Safety Goals, and Emergency Management topics. We believe this exercise of staff being interviewed and practicing what they would say aloud will help them to articulate themselves and be more confident in themselves once survey time approaches.

Another preparation step is a survey that will be coming out in the next week on the assessment of the perception of staff in regards to safety in the workplace. We are going to use the Agency for Healthcare Research and Quality (AHRQ) to collect our data and compare ourselves to like facilities, similar to the Oryx data. Please take the time to complete this survey and give us your input and expertise on what you experience in your program areas. You have the option of doing the survey online OR there will be paper forms available. We are hoping to get at minimum a 50% return rate.

The looming issue is our restraint and seclusion numbers. The Task Force has identified several issues/concerns and made several recommendations. In the near future, we will enhance that group to work very specifically in Building 5. Unfortunately, since October of last year, Building 5 has an increasing

trend line not just in restraint and seclusion but also in the area of client related employee injuries and patient-to-patient allegations. That is cause for concern and something we want to drill into in order to see if we can help make a difference. We have employed the help of an outside consultant, Richard Mettler to help drill down on this issue. Richard will be reaching out to the Building 5 staff to do confidential key informant interviews in the very near future. Please look for his emails and your participation is encouraged!

PCC Accountability workshops are starting this month, we look forward to your participation, and your continued efforts at helping our patients rebuild their lives through person-centered care. Accountability with the issues/concerns presented with the increasing use of restraint/seclusion is an area that all of us need to accept ownership for and find ways to improve. We need to work together to identify and break through the barriers that are hindering us with this dilemma. In order to solve the issue, we need to own it and recognize that all of us play a role in helping each other and our patients to overcome. Winston Churchill was quoted as saying, *“Success consists of going from failure to failure without loss of enthusiasm.”* We cannot lose our enthusiasm and throw up our hands on this issue. We have very qualified individuals that are experts at all levels of the organizations. If we put our heads together and move forward with enthusiasm and confidence we will succeed!

So many factors play into the end results of what happens here at the hospital that it is easy at times to forget about the great things that are happening when other issues seem to loom over us. I hope that all of you saw the recent News Release where the Lincoln Regional Center was recognized as a Top Performer on Key Quality Measures by the Joint Commission. This is a huge honor that speaks volumes to the great work we do despite a few hiccups here and there. This accomplishment is a fantastic indication of the hard work and commitment that so many of you have to providing quality care and treatment to our patients and their families. We were one of six hospital recognized in the State of NE and the only Inpatient Psychiatric Hospital to earn this recognition. Gold Key posters will be laminated and posted in Buildings 3, 5, and 10 to demonstrate that you are a Top Performer!

I am going to close my article on the next page with the Press Release given to us by the Joint Commission: (*see next page*)

LRC Earns “Top Performer on Key Quality Measures”



The Lincoln Regional Center Earns “Top Performer on Key Quality Measures®” Recognition from The Joint Commission

(Lincoln, 10/30/2013) – The Lincoln Regional

Center today was named *Top Performer on Key Quality Measures®* by The Joint Commission, the leading accreditor of health care organizations in America. **The Lincoln Regional Center** was recognized by The Joint Commission for exemplary performance in using evidence-based clinical processes that are shown to improve care for certain conditions. The clinical processes focus on care for heart attack, pneumonia, surgery, children’s asthma, stroke and venous thromboembolism, as well as inpatient psychiatric services. New this year is a category for immunization for pneumonia and influenza.

The Lincoln Regional Center is one of 1,099 hospitals in the U.S. earning the distinction of *Top Performer on Key Quality Measures* for attaining and sustaining excellence in accountability measure performance. **The Lincoln Regional Center** was recognized for its achievement on the following measure sets: Hours of Physical Restraint Use, Hours of Seclusion, Multiple Antipsychotic Medications At Discharge, Multiple Antipsychotic Medications At Discharge With Appropriate Justification, Post Discharge Continuing Care Plan, Post Discharge Continuing Care Plan Transmitted. The ratings are based on an aggregation of accountability measure data reported to The Joint Commission during the 2012 calendar year. The list of *Top Performer* organizations increased by 77 percent from last year and it represents 33 percent of all Joint Commission-accredited hospitals reporting accountability measure performance data for 2012.

The Lincoln Regional Center and each of the hospitals that were named as a *Top Performer on Key Quality Measures* must: 1) achieve cumulative performance of 95 percent or above across all reported accountability measures; 2) achieve performance of 95 percent or above on each and every

reported accountability measure where there are at least 30 denominator cases; and 3) have at least one core measure set that has a composite rate of 95 percent or above, and within that measure set all applicable individual accountability measures have a performance rate of 95 percent or above. A 95 percent score means a hospital provided an evidence-based practice 95 times out of 100 opportunities. Each accountability measure represents an evidence-based practice – examples include giving aspirin at arrival for heart attack patients, giving antibiotics one hour before surgery, or providing a home management plan of care for children with asthma.

“**The Lincoln Regional Center** and all the *Top Performer* hospitals have demonstrated an exceptional commitment to quality improvement and they should be proud of their achievement,” says Mark R. Chassin, M.D., FACP, M.P.P., M.P.H., president and chief executive officer, The Joint Commission. “We have much to celebrate this year. Nearly half of our accredited hospitals have attained or nearly attained the *Top Performer* distinction. This truly shows that we are approaching a tipping point in hospital quality performance that will directly contribute to better health outcomes for patients.”

“We understand that what matters most to patients at **The Lincoln Regional Center** is safe, effective care. That’s why **The Lincoln Regional Center** has made a commitment to accreditation and to positive patient outcomes through evidence-based care processes. **The Lincoln Regional Center** is proud to receive the distinction of being a Joint Commission *Top Performer on Key Quality Measures*,” says **Bill Gibson, CEO**.

In addition to being included in today’s release of The Joint Commission’s “[Improving America’s Hospitals](#)” annual report, **The Lincoln Regional Center** will be recognized on The Joint Commission’s Quality Check website (www.qualitycheck.org). The *Top Performer* program will be featured in the December issues of [The Joint Commission Perspectives](#) and [The Source](#).

Kudos—Now That's PCC

- ◆ **Kudos to Julie Hendricksen** for keeping everyone in the loop on the parking lot status last month!
- ◆ **Kudos to Mark Vaske and Phil Jefferson** for their help with the October 10, 2013 “Lunch N Learn.”
- ◆ **Kudos to the Recreational Therapy Department** for working with the patients to create the Diversity poster presentation for the annual LRC Walk for Mental Health.
- ◆ **Kudos to the Maintenance and Grounds crews** for helping to make the annual Mental Health Walk a huge success. You were the first ones there and the last to leave! Thanks, everyone!
- ◆ **Kudos to Phil Jefferson** for leading LRC in another successful annual Mental Health Walk, and a special thanks to all those who helped make the Walk a wonderful event. It takes a lot of dedicated people to make the event better each year!
- ◆ **Kudos to Joe Schmieder, Linda DeVore, Andy Miller, James Reinsch, and Terri Harmon** for their help in moving furniture out of Cyndy Reece’s work area. This was a big job and it was very much appreciated.
- ◆ **Kudos to nurses Sheryl Olson, Tony Egeberg, Larry Cook, and Nathan Nedley** for inputting all the orders for every patient needing to receive a flu vaccine. Having the orders already in the Avatar e-MAR system will make it much easier on the nurses administering the shots. Thanks for all your hard work!
- ◆ **Kudos to Glenn Evans, Building #14 Social Worker.** A staff at the Community Health Center sent an email praising Glenn for the great job he does keeping the CMHC staff member informed of any pertinent information about LRC Building #14 patients referred to CMHC. In addition, Glenn is always friendly and considerate.
- ◆ **Kudos to the 2013 Woods Award Winners: Trudi Baksz, SSII, Lori Ditson, SSII, Karen Friday, SSII, and Jade Richtarik, SSII.** This is a very prestigious award from the Woods Foundation for direct care staff at LRC who provide outstanding care!
- ◆ **Kudos to Heidi Fahrbruch and Char Hurbert** for all you did to make the annual Woods Award Ceremony on October 8 a very special event. Kudos also to Christy Rupe for baking the very special and delicious cakes for the event.
- ◆ **Kudos to the Wellness Committee** for providing great events this fall for LRC employees to learn how to stay healthy and safe. Two Lunch N Learn presentations were given. One was on ergonomics in the workplace, and the other was related to workplace safety. In addition, the Wellness Committee arranged to have a mobile unit from Bryan Health visit LRC to screen LRC employees for heart health. Way to go, Wellness Committee!
- ◆ **Kudos to the LRC Programming Staff** for implementing the new group schedules in Buildings #3, #5, and #10. Core and choice programming groups are now being offered to the patients, who are receiving increased active treatment hours. The patient response to this has been very positive!
- ◆ **A BIG Kudos and Congratulations to Building #3 staff on a job well done!** September was the fourth month in a row where the number of seclusion and restraint incidents decreased. Fantastic work, everyone! All of the staff on every shift in Building #3 are working great with the patients and their individualized programs to make this goal happen. Building #10 and Building #14 have next to no incidents also. Great job to their staff as well!
- ◆ **Kudos to Lisa Laurell** for keeping a cool head during a traffic accident while driving 7 Building #14 employees to a conference in Omaha.
- ◆ **Kudos to the staff in Building #14** who provided groups and activities so many of their co-workers could attend the “Protect Our Children” conference in Omaha in October. Way to go, TEAM!
- ◆ **Kudos to Jim O’Connell** for getting Randy Jacobs to the hospital when he was having a heart attack. Jim was there when his friend and co-worker, Randy, needed him the most.
- ◆ **A sincere thank you and Kudos goes to second shift staff in Building #10 for their valiant efforts on October 4, 2013 to assist a patient who was choking on his meal. Staff members involved were Chris Milching, Jacqueline Kincannon, Jade Richtarik, Jared Brass, Shea Skillet, Eric Howard, Laurie Good, Sam Smith, and Despi Galardo.** The Heimlich maneuver was started and continued until the food this patient was choking on was extracted from his mouth. It was a difficult maneuver and these staff did not give up on their efforts until the patient was able to breathe again. They did an excellent job. YOU ARE ALL LIFE SAVERS and LRC is extremely proud of you.



Years of Service

October is the State of Nebraska's Employee Recognition Month. On October 24, Governor Heineman held the annual Governor's Recognition Ceremony for Years of Service. The following LRC employees achieved 10, 15, 20, 25, 30, 35, 40, 45, and 50 years of Service in 2013 for a collective 895 years! In February, the LRC Employee Recognition Committee will hold its annual Recognition Ceremony, recognizing these folks and Employee of the Month and Year awards for 2013. On the next two pages, you will see photos taken of LRC employees with Governor Heineman at the October 24, 2013 ceremony.

10 Years

Matt Ahlstedt
Mary Gallagher
Robert Jones
Andrea Keller
Ronald Kmiec
Ken Montgomery
Trina New
Sheryl Olson
Bruce Raffety
David Scott
Tammy Stickney
Patty Stoki
John Weyer

15 Years

Karen Brocksmitth
Michael Judson
Lisa Laurell
Barbara Markovic
Joan Stepan
John Sweazy

25 Years

Scott Casper
Lori Ditson
Darlene Drees
John Eilers
Heidi Fahrnbruch
David Fricke
James O'Connell
Cynthia Reece
Gordon Tebo
Daniel Ullman
Tamara Welch

20 Years

Linda Henslee
Rafael Tatay, MD

30 Years

Marijo Herman

35 Years

Cynthia Hunter
Steven Lagamann
Jeanne Lytle

40 Years

Audronis Dapsys
Gwen Duitsman
Randy Jacobs
Susan Wesche

50 Years of Service

Billy Haughton

Governor's Years of Service Award Ceremony

On October 24, 2013, the following LRC employees attended the Governor Heinemann's Years of Service Recognition Ceremony to celebrate their service with the State of Nebraska!

Congratulations to everyone and thank you for your many years of hard work!

10Years



Patti Stoki, Administrative Assistant, Whitehall

10Years



Lisa Laurell, Social Worker

15 Years



John Sweazy, Pharmacist

20 Years



Linda Henslee, Administrative Assistant

Governor's Years of Service Award Ceremony

25 Years



Lori Ditson, SSII

25 Years



Daniel Ullman, Psychologist

30 Years



Marijo Herman, RN

40 Years



Gwen Duitsman, Pharmacy Technician

50 Years

**Billy
Haughton**



2013 Woods Award Winners!

Congratulations to the LRC 2013 Woods Award winners: Trudy Bakesz, Lori Ditson, Karen Friday, and Jade Richtarik. The Woods Award is given each year to outstanding SSII and/or Team Leader staff who provide exemplary care to our patients. This award has been provided by the Woods Foundation for 62 years. It was started by the Thomas C. Woods family in 1952 to recognize staff members who provided exemplary care to a member of the Woods family. Nominees receive a monetary award and a plaque from the Woods Foundation.

This year's Woods Award Ceremony was held on October 8. Former Woods Award winners still employed at LRC were invited to attend this year. Director Scot Adams welcomed the winners and attendees. LRC's own PCC consultant, Gail Scott, President of Gail Scott and Associates, was the guest speaker. Gail spoke about what it takes to be a great direct care staff, and gave a PowerPoint presentation on caring for people and doing your job with HEART. The awards were then presented to Trudy, Lori, Karen, and Jade by their supervisors who spoke about the great work these four SSII staff do! Congratulations again to the 2013 Woods Award Winners. LRC appreciates you!



I can't believe I have been here at LRC for 2 months now! Wow! It's has been a pleasure getting to know you and this wonderful facility. When I am not popping into patient activities and staff meetings, I enjoy walking outside among the trees and working out in the Wellness Center in Bldg 10, where I office. Are we so lucky or what? A brand new gym? Where has LRC been my whole life?!!!

Based on the warm greetings I receive everywhere I go around campus, PCC is well-received everywhere. I have asked many of you how using Person-Centered Care has affected your roles, your duties, and your position here at LRC. We have even filmed some of your answers!! Often, I hear reports of increased positive communications and displays of the Golden Rule, as well as the statistics that we are measured by moving in the right direction. People like and support these changes.

I get asked all the time what it is I do here! That's awesome and keep asking me – I love to talk about how much I love this work! There are 5 committees of rock stars that support PCC campus wide. They have been on PCC's journey from the earliest stages. We have a group of facilitators – 10 people who will teach the upcoming classes in pairs. The other four committees that have the pulse on are: PCC Behaviors, PCC Education, PCC Feedback, Measurements & Barriers, and PCC Awareness, Support & Reinforcement. Their support and reinforcement of me is welcomed and evident.

So many of you are dedicated to sharing with me the steps you have made in learning the WE Care behaviors in the various roll-outs. For those of you who are new like me, the Worth and Empowerment workshops (the "W" and "E" in WE Care) were held in April of 2011. Relationships (the "R") were held in April of 2012. Communication (the "C") was third. And October 28, 2013, we are going to start the workshops regarding Accountability and Service Recovery. I'm really looking forward to it!

Are you registered yet? This workshop is mandatory and if this is news to you – please talk to your supervisor and sign up! I might be biased, but I think this one will be the best ever! The Facilitators have a true talent for imbedding PCC into the culture of LRC. This is the year of working THROUGH, not around! It's time to face things head on and not go around problems, but make them opportunities to improve outcomes for both our internal and external customers.

In this next workshop we are going to talk about how open communication requires that we ask for feedback. We are going to learn how to process that feedback because that is the hardest part. It's not as hard to share feedback as it is to know what to do with it once we receive it. Both are challenges and opportunities for learning from each other.

If you would like me to visit your building, ward, or work area, please do not hesitate to contact me. I can zip over to where you are and work with you, your staff, or patients anytime you need a fresh perspective on the same ol' things – or even some ideas on a new opportunity. Patients in Building 14 graciously allowed me to be a guest speaker at 2 of their meetings for an hour each, and I would enjoy doing it again for you, and you, and you, and you. Yours in PCC, Tary Paris tary.paris@nebraska.gov 402.479.5010.

Please click on the link below to access the most recent PCC video of folks at LRC!!

[S:\PCC facilitator resources\Videos\Accountability Presentation PPT Video.pptx](#)



Jerry Hanley retires!!

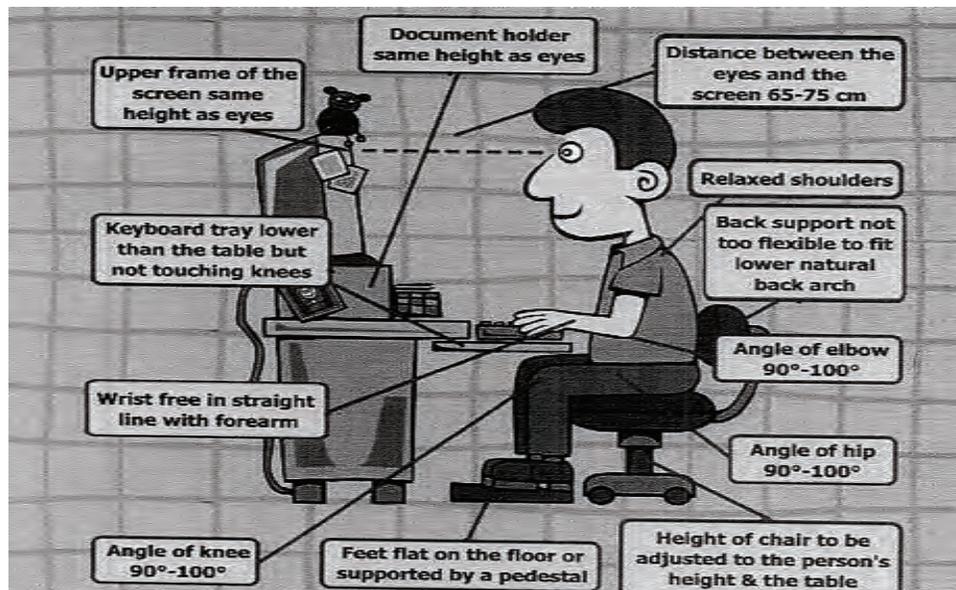
Congratulations to Jerry Hanley, Youth Mental Health Specialist, at our Whitehall campus! Jerry retired on October 3, 2013 after 37 years of service to the State of Nebraska. A party was held in his honor at the Whitehall program with Jerry's co-workers and the youth in attendance.

Best wishes to you, Jerry, and thank you for all that you have given to LRC and to the Whitehall program.

Wellness Committee Event Wrap-Ups

The LRC Wellness Committee has had a very busy fall season with two Lunch N Learn presentations and a Bryan Health Heart screening event, as well as their assistance with coordinating the annual Mental Health Walk.

Dr. Kepler was invited to LRC on September 26 to give an interactive and informative presentation on Workplace Ergonomics. 25 staff member attended the presentation and it was a sight to behold! If you peeked into the room, you would have seen attendees standing on one leg, with other raised leg bent at 90 degrees with their eyes closed and trying to stand still, or you may have seen the group trying to march in place, only to bump into tables or each other! There was toe-touching (or trying to toe-touch), conducting arm circles, and from a seated position, people were extending their arms to stretch their chest cavity, or lifting their legs off the floor for a great full body stretch. It was so much fun! Did you know that the weight of just one dime can disrupt nerve function? Or that we have over 56,000 miles of nerves within our bodies and 90% of them have no pain fibers so many people may have "pain" and not know it until it disrupts additional areas. Did you know that if you type 60 words per minute for 6 hours per day, you push 27 tons per day with just your fingertips! Here are some helpful tips for your working day: If you have a sitting work position, every hour you should make a point to get up and move for 5 minutes. If you look at a computer screen throughout your day, every 15 minutes, you should look away for at least 10 seconds. Look around the room or out a window, focus on something close and something farther away. For excellent brain stimulation, focus on objects in an H pattern to stimulate both sides of the brain. Keep in mind the 5 pillars to good health: Nutrition, Thinking Well (positive and optimistic), Functioning Nervous System, Quality Sleep, and Exercise. Review the picture below for optimal work-space environment. When selecting your desk chair, the height should be set at a level so if you are standing and facing the chair, the seat should be just below your kneecaps. This is to allow for the necessary 90-degree angle. Helpful tip: if you cannot find a chair you like or that feels comfortable, bringing in an exercise ball may be a great option. It works core (abdominal) muscles and promotes good posture for balance. - Diana Walker



A Lunch N Learn was held October 10 regarding workplace safety. This workshop was extremely well attended. It was great to see so many people interested in this topic. It is nice to work in a place where safety is important to its employees. Many people take workplace safety for granted. LRC employees work in an environment where we not only have to be safety conscious of each other, but also for the people we serve. The Wellness Committee plans on bringing back the Workplace Safety speaker in the spring for those who were not able to attend.

Thanks again for the overwhelming response to this topic and continued support of wellness committee activities!

Wellness Committee Event Wrap-Ups

The wellness committee would like to extend a HUGE thank you to everyone that participated in the Bryan Health Heart Aware event on September 10th and 12th. This was a great opportunity to get a free health screening. We had 32 people participate in this informative event. See what your co-workers had to say about their experience. –*Nina Trumble*

- ◆ “Informative. Good info and quite a classy set up for us out here.”
- ◆ “IT WAS GREAT!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! Bobbie the nurse was fantastic.”
- ◆ “I really liked it. I thought she took more time in discussing each of the “numbers,” history, and current healthy habits than the Biometric Screening. I felt listened to and appreciate the feedback with the numbers. I hope all slots filled as this was a great opportunity and I can’t believe she said anyone can go any time to the hospital and get their numbers re-checked for free!”
- ◆ “I thought this was a great idea for a Wellness activity. Free health screenings are something I’d take part in again.”
- ◆ “Excellent information. Very friendly and professional demeanor of the RN completing the screening. Will definitely follow-up on the additional services Bryan offers for heart health.”
- ◆ “I was very pleased with my assessment. The person conducting the assessment was very professional and gave me a lot of very helpful information. Thank you for arranging this event.”



Strut Your Stuff Winners

Congratulations to the latest “Strut Your Stuff” winners! This month, the Wellness Committee is excited to recognize LRC employees, Shea Skillet, Shauna Kister, Diana Walker, and Irene Hirschman, who completed three days per week of intense boot camp at Body Overhall during the month of August. The Committee especially wants to congratulate Irene Hirschman, Building #3 ADON, who pushed herself to the limit, lost 15 pounds, and feels stronger and more confident. She said that at the beginning, the workouts brought her to tears, she couldn’t do pushups, and she thought about quitting. She stuck with it though and developed goals. Irene stated that the instructors were awesome trainers and she made lots of friends there. “It’s never easy, but it’s worth it” - this was the message that Irene realized after a month of boot camp, which helps her stay motivated and keep going back. After a free month at Body OverHall, Irene signed up for a full year!

Shea, Shauna, and Diana are continuing to do boot camp as well. Shea explained, “I personally love it and am looking forward to changing my body and my mind to be healthier.” So far, Shea has lost 20 pounds and 14 inches, but most importantly, she is pleased with and proud of herself. “Boot camp is life-changing.” Diana says that boot camp has increased her body awareness and given her more awareness of body form when exercising. Proper form makes the exercises more effective. Boot camp also helps you correct bad habits. Diana is working on getting her body composition to healthier measurements. She says she loves being able to get a full workout in 45 minutes.

These individuals’ dedication to wellness inspire us all to make the choice each day to do something healthy for ourselves. Good luck to Irene, Shea, Shauna, and Diana as you continue your wellness journey. Good luck also to all employees who are making changes and getting active. Keep on “Strutting Your Wellness Stuff.”

Making Strides Against Breast Cancer



What a beautiful day to walk around Holmes Lake Park in support of Making Strides against Breast Cancer. A group of 20 LRC employees, family and friends came together to walk on Sunday, October 27th in support of fighting breast cancer. The team, "Save the War in My Rack", raised \$570! Great job everyone and thanks for your efforts and support! LRC Team members were: Nina Anderson-Trumble, Sara Banset, Christy Buell, Lori Ditson, Diane Ellis, Linda Henslee, Lisa Holz, Becky Meulmans, Kathy Ogle, Anna Walker, and Diana Walker.

Fright Night!



It was a cool October night when a group of LRC employees, family and friends went out for a night of fright and excitement. The anticipation grew as we waited patiently in line to be scared beyond our wits. Eagle Hollow Haunts was the place to be on October 13th as we experienced a 3D adventure into an alien world, a crazed bus driver taking us to somewhere dangerous where dark and evil things stalked us and a creeping home where we had to protect a young girl from being killed in her dreams. It was spooky and fun all rolled into one exciting evening. Thank you to everyone who made it out (alive)!



Congratulations to LRC's Wellness Champions!

Congratulations to Luke Meier and Nina Trumble for their 2013 Wellness Champion Award Nominations. Luke was nominated for the individual award and Nina was nominated for the leadership award. Luke and Nina were honored at the annual Work-Well banquet on October 16th at the Cornhusker Marriot. Luke and Nina were among a dozen wellness champion nominees from local area companies. The Lincoln Regional Center has one of the top workplace wellness programs in Lincoln and surrounding areas. Thank you, Luke and Nina for your contributions to wellness at the Lincoln Regional Center.



Upcoming Wellness Committee Events

LRC HOCKEY NIGHT IS SATURDAY, NOVEMBER 9TH

Doors will open at 6:00 p.m., and puck drops occur at 7:05! Kids under two years of age are FREE. Ages 3 and up are \$8.50 per person. There are three ways to order tickets: Call 402-474-STAR, email to steve@lincolnstars.com or mail to Lincoln Stars Attn: Steve Zoucha, P.O. Box 80327, Lincoln NE 68501-0327. Pick up your tickets at the Stars ticket office Monday-Friday 9-5 or the night of the game starting at 6pm

Lose 20 in 30 Workshop: NOVEMBER 7TH AND 8TH

The Wellness Committee is sponsoring a "Lose 20 in 30" workshop where participants will learn about proper nutrition, how to exercise and check your heart rate so you are getting a good workout (you will learn how you can work out for just 12 to 15 minutes a day and get your fat-burning hormone working!). Also, after the workshop, you will have an opportunity to receive an email with more information about the "Lose 20 in 30 Day Challenge" that you can participate in. There are two opportunities for this workshop: Thursday, November 7th at noon, and Friday, November 8th at 3:30 p.m. Contact Nina Trumble to register.

LRC CHILI COOK-OFF: NOVEMBER 14, 2013:

There is still time to enter a chili in LRC's 2nd annual Chili Cook-Off event, which will be held on Thursday, November 14 from 11:00 a.m. to 2:00 p.m. If you are interested in entering the contest, please send Nicole Zimmerman an email (Nicole.zimmerman@nebraska.gov) by Sunday, November 10, 2013. Please include a name for your chili and a charity you would like the proceeds to go to should you win the contest.

We Know Our Stuff.....by Cheryl McMurry, Director of Nursing

We are VERY excited to announce that approximately 40 of our Registered Nurses at LRC will soon be certified as Psychiatric Mental Health Nurses! Through the support of LRC Leadership, this opportunity for professional growth and development will soon be a reality as well as a requirement for all eligible RNs.

This certification is nationally recognized through the American Nurses Credentialing Center (ANCC) which is a subsidiary of the American Nurses Association. Certification promotes excellence in nursing and healthcare and recognizes individual nurses in specialty practice areas. It also recognizes healthcare organizations, such as ours, that promote nursing excellence and quality patient outcomes. Certification is recognition to ourselves as well as to others to confirm that we have expertise in our field of nursing.

As part of the certification requirements, nurses must be current in 30 contact hours of continuing education which directly relates to the mental health field. In conjunction with acquiring these hours, the nurses will also be studying for the certification examination which we are anticipating will be scheduled for late February.

So now that we have talked about certification and the certification process, let's talk about those that will be directly involved in all of this—the nurses! How are they feeling and what are they thinking about this entire endeavor?

The feedback that I have received is full of enthusiasm, excitement, and yes, admittedly, a little apprehension. “Do you realize how long it has been since I've had to study for an exam?” “Am I going to be able to pass the test?” “OMG—is this for real?” are some of the statements our nurses have made.

Yes, this is for real, and yes, you will all be prepared to take AND pass the certification exam! Beginning October 30, classes will be provided right here at LRC to help you polish up on the knowledge and skills you already possess and which will soon be formally required. After the studying is done and the certification exam is successfully completed, all of you, all of us, can present ourselves as Certified Psychiatric Mental Health Nurses because we truly do “know our stuff.”

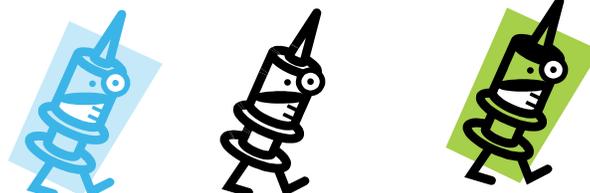


Get Your Flu Shot Here at LRC! by Tary Paris

Yesterday, I got my flu shot – thanks Todd Falter, Infection Prevention and Control Manager, for pulling so many of us in after the All Supervisors Meeting – it was so convenient – the crew was ready to go! How many nurses were in that room administering shots?! Thank you very much to all of you for the quick work you did! What an impressive operation! Dozens of shots were administered in minutes – wow!!!

Todd states that he can accommodate giving even more flu shots – just email him to arrange a time. (It will take 2 weeks for the shot to work I read somewhere, so it's time to plan ahead). The remainder of the flu shot doses for LRC employees will arrive this week. Getting your flu shot is “very PCC” as person-centered care is all about all of us being healthy, walking the talk, and taking care of each other and our patients! And please don't forget to thank the nurse who gives to you!!

LRC employee compliance with obtaining the flu vaccine was over 80% last year!! Let's shoot for even higher this year. Protect yourselves and your families—get vaccinated!!



October Artist of the Arboretum



Troy Spencer is LRC's Artist of the Arboretum for October 2013. Spencer describes himself as a self-taught artist who has experimented with the use of different expressions to find his niche within the beautiful manifestation of art and culture. The expression of art has allowed him to escape to a place of serenity and reflect on his past, present, and future. This past April, he ventured out into a new medium and created his first piece using beautifully colored acrylics. He states, "Painting was something I've always wanted to do but didn't know where to start or what to paint. One day I went to a craft store and purchased some paint, brushes, and a few canvasses and started." Spencer takes great pride in the fact that he is always learning something new as an artist. His motto is "Ancora Imparo," which means, "I am still learning." He finds inspiration in everyday life, through his journey, family, culture and the touch, sight, and sounds of nature. As a Native and African American, Spencer has a

deep and spiritual connection to the history of his ancestors, whom exemplify a rich and storied people. He states that he "tries to pay tribute and honor them with my art. It's a way to express my pride in what I am and where I come from." Art also provides a way for him to express himself and serves as an outlet to focus his energy on the canvas.

Art talks with Troy Spencer were held at LRC on October 10. Spencer's art will be on display throughout the month of October in the lobby of the LRC Administration building. *Photo by Diane Ellis*

LRC ART!!



And here is artwork by our own Building #3 patients. The women in Building #3 created this fun and festive autumn art for their bulletin boards!

Please keep sending the LRC Newsletter Editorial Board more artwork created here! We'd love to see it, share it, and publish it in the Reality Check!

-Many thanks to Marilyn Olsen for this suggestion!

Please Welcome These New Employees



Alexandra Beck, SSII,
Bldg 14



Michelle Bedke, RN,



Jeffery Borreson, SSII, On
Call



Chuck Darrow, Psychologist,
Bldg 3



Cindy Felix, SSII, Bldg 5



Mia Fernandez, SSII, On-
Call



Connor Hanigan, SSII,
Bldg 5



Brianna Jasnoch, RN, On
Call



Jennifer Johns, SSII, Bldg
5



Amber Kirkendall, SSII,
Bldg 3



Jason Krauss, SSII, Bldg
3



Sara Moore, SSII, Bldg 3

Please Welcome These New Employees



Teresa Mullen, SSII, Bldg 14



Nancy Pew, RN, Bldg 5



Michael Quinby, SSII, Bldg 10



Charles Richardson, SSII, Bldg 3



Danna Smith, RN, Bldg 10



Alexis Wyatt, SSII, On Call



Daniel Yost, Food Service Cook

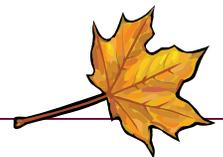


LRC Welcomes back, returning employee: Randy Bax, SSII, Bldg #3

Diversity Quotes for October



“Don’t judge each day by the harvest you reap but by the seeds that you plant.” - *Robert Louis Stevenson*



“I believe that diversity is a part of the natural order of things—as natural as the trillion shapes and shades of the flowers of spring or the leaves of autumn. Diversity is not something unusual or bizarre. It is the natural order of things. Sameness is what is unnatural. Moreover, diversity is not just normal, it’s desirable. It is nature’s way of finding solutions to problems.” - *Gene Griessman*

“Winter is an etching, spring a watercolor, summer an oil painting, and autumn a mosaic of them all.” - *Stanley Horowitz*

Around the Web.....by Tom Schmitz

HHS has designated October as Bullying Prevention Awareness Month when individuals, families, schools, and communities across the nation help to raise awareness about bullying prevention. The link below provides many diverse resources.

<http://www.hhs.gov/news/press/2013pres/10/20131021a.html>



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

- | | |
|--|--|
| 1. <i>Never Good Enough</i> by Monica Basco | 6. <i>Gay Short Stories</i> by David Leavitt |
| 2. <i>A Life Worth Waiting For</i> by Dwight Wolte | 7. <i>In the Realm of Hungry Ghosts</i> by Gabor Mate, MD |
| 3. <i>The Shack</i> by William Young | 8. <i>The Big Bad Wolf</i> by James Peterson |
| 4. <i>Bhagavad-Vita</i> by A.C. Prabhupada | 9. <i>The Carpenters</i> by Ray Coleman |
| 5. <i>The Creative Brain</i> —by Ned Herrmann | 10. <i>The Great Book of Dragon Patterns</i> by Lora Irish |

The Resource Center is open Monday through Friday, 9:00 to 12:30 and 1:00 to 5:00 p.m. in Building #10.



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

The Policy Committee has been hard at work as usual this fall, revising the following policies:

- | | | |
|--|---|--|
| <ul style="list-style-type: none"> • PC-15 (LRC) Elopement Risks and Precautions • PC-16 (LRC) Treatment Planning Process • PC-71 (LRC) Comfort Rooms • PC-69 (LRC) Patient Supervision at Community Hospitals | <ul style="list-style-type: none"> • EC-Life Safety-06 (LRC) Fire Watch • EC-Fire & Life Safety-03 (LRC) Facility-Wide Policy on Use of Tobacco • EC-Fire & Life Safety-04 (LRC) Interim Life Safety Measures • MM-08 (LRC) Medication Reconciliation • MM-18 (LRC) Obtaining Medications Outside Regular Pharmacy | <p>Hours</p> <ul style="list-style-type: none"> • MM-04 (LRC) Medication Inventory • RI-16a (LRC) Consent for Telephone Calls • RI-24 (LRC) Patient Property • HR-01 (LRC) Recruitment/Hiring Process • HR-04 (LRC) Health Services for Employees |
|--|---|--|

LRC's 4th Annual Mental Health Awareness Walk..... by Tom Schmitz

On October 4, 2013, LRC held its fourth annual Walk for Mental Health Awareness. A windy morning turned into a sunny afternoon and about 240 people attended the event which consisted of a campus walk to the cemetery and a new, extended 2-mile route to Pioneer's Park. There were 30 vendors who offered information about community wellness, three Artists of the Arboretum who attended, and our own Celtic Pilgrims band to provide sweet and subtle sounds. Here are some photos of the day. Additional photos can be found on the LRC shared drive.

The day's events also include Director Scot Adams giving Eagle Scout, Ethan Cecava, the "Director's Award" for his work in creating a kiosk of names of people buried in our own Calvert Street Cemetery. Many thanks to Ethan and congratulations to him for this well-deserved honor.

Thank you to all of the staff who participated to make this our best Walk yet. Thank you especially to the Diversity and Wellness Committees whose combined efforts continue to bring forth a successful experience.



LRC's Recipe Box



Chicken Ratatouille (Healthy recipe): Submitted by the Wellness Committee

It may be hard to say (rat-uh-TOO-ee) but this one-dish recipe will show you that it's very easy to eat!

Ingredients:

1 Tbsp vegetable oil	12 oz. boneless, skinless chicken breast, cut into thin strips
2 zucchini, about 7 inches long, unpeeled, thinly sliced	1 small eggplant, peeled, cut into one-inch cubes
1 medium onion, thinly sliced	1/2 lb fresh mushrooms, rinsed and sliced
1 medium green bell pepper, cut into 1-inch pieces	1 can (14.5 oz) whole peeled tomatoes, chopped
1/2 Tbsp garlic, minced (about 1 clove)	1 1/2 tsp dried basil, crushed
1 Tbsp fresh parsley, rinsed, dried, and minced	1/8 tsp ground pepper

Directions:

1. Heat oil in a large nonstick pan. Add chicken, and sauté for 3 minutes or until lightly browned.
2. Add zucchini, eggplant, onion, green pepper, and mushrooms. Cook for about 15 minutes, stirring occasionally.
3. Add tomatoes, garlic, basil, and black pepper. Stir and continue to cook for about 5 minutes. Serve warm.

Deviled Bell Peppers (Healthy Recipe) Submitted by Teresa Hansen

Ingredients:

4 to 5 large or 6 medium to small orange bell peppers	1 slice of bread
1 clove of garlic	1 small yellow onion
1 Tbsp milk	1 lb ground beef or turkey
1 lb pork sausage meat	1 Tbsp beef bouillon granules
1/4 tsp red pepper flakes	1 cup cooked brown or white rice
1/2 cup grated medium cheddar cheese	1 egg, beaten
2 cups crushed tomatoes	



1. Preheat oven to 350 degrees. Cut tops from peppers and reserve them for decoration. Remove the seeds and membranes from the tops and insides of peppers. Poke 3 to 4 holes in the bottoms of the peppers; set aside.
2. Place the bread, onion, and garlic in the bowl of a mini food processor and process until the mixture is finely ground. Add milk and process for just a couple of seconds to combine; set aside.
3. In a large bowl, combine the ground meat and sausage. Sprinkle with the bouillon, pepper flakes, rice, cheese, contents of the food processor and the egg. Stir together just until combined being careful not to overwork the meat.
4. Divide the meat equally among the prepared bell peppers and stuff inside packing just enough to eliminate any air pockets.. Place reserved pepper tops loosely on top of the meat.
5. Place inside a lightly greased baking dish, cover with foil and place in the preheated oven. Bake for 1 to 1.5 hours (depending on the size of your peppers) or until they are cooked through. If tops are beginning to shrivel and burn, you can take them off and set them aside at this time.
6. Remove the foil cover and pour crushed tomatoes evenly around the tops of the peppers or around the bottom of the dish. Return to the oven and bake for an additional 20 to 30 minutes to heat the tomatoes.
7. Remove from the oven, replace the tops and serve with a bit of the tomatoes.

Serves 4 to 6 people. ***THERE IS ONE MORE RECIPE ON THE NEXT PAGE!!***



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



It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: The Diversity Committee, the Wellness Committee, Becky Meulemans, Nina Anderson-Trumble, Diana Walker, Nichole Zimmerman, Teresa Hansen, Bill Gibson, Stacey Werth-Sweeney, and Cheryl McMurry.



Candy Corn Pretzel Fudge (Unhealthy but fun recipe): Submitted by Teresa Hansen

Ingredients:

- | | |
|-------------------------|----------------------------------|
| 1 cup candy corn | 1 cup pretzels (break in half) |
| 1/2 cup sugar | 1/2 cup heavy cream |
| 1/2 cup butter | 2 1/2 cups white chocolate chips |
| 1 tub marshmallow fluff | |



- Place candy corns in a bowl and split the pretzels in half and place them in a bowl.
- Place parchment paper in 9x9 pan (this keeps the fudge from sticking to the pan).
- Put the white chocolate chips and marshmallow fluff in a big bowl. Set aside.
- In a pan, melt the sugar, heavy cream, salt and butter on medium heat until it starts to boil. Cook for 5 minutes.
- Pour the hot liquid into the bowl of white chocolate chips and mix with the hand mixer until it's smooth and soft.
- Mix in almost all of the pretzels and candy corns and pour into the pan. Sprinkle the rest of the candy corn and pretzels on the top. Put in the fridge for 3-5 hours to let it set.