



Sue Childress is the February 2016 Employee of the Month



Congratulations to Sue Childress, Secretary II at Whitehall, for being selected as the February Employee of the Month. Sue has worked for the State of Nebraska in June of 1999. As the HIM staff for Whitehall, she is the first person of contact for the youth and families. She calls the families ahead of time to let them know what will be expected on the day of admission and answers any questions they have. She develops good relationships with case managers, probation officers, and other professionals for the Whitehall program. She has helped cover the unit by supervising youth so the direct care staff can attend meetings. She registers people at the annual Mental Health

Awareness Walk. Sue keeps the break room stocked with healthy snacks, and also treats staff to the not-so-healthy but yummy snacks everyone loves. Sue is a role model for treating others with dignity and respect. She puts others at ease and greets people with a cheerful smile and a hello. She enjoys the youth and the staff she works with, and works to empower the youth to do their best. She holds herself accountable for ensuring all the HIM records are complete. She takes time to talk to the youth and encourages them.

Vicky Buchholz is the January 2016 Employee of the Month



Congratulations to Vicky Buchholz, Clinical Nurse Trainer, for being selected as the January 2016 Employee of the Month.

Vicky began working for the State of Nebraska in May of 1979. Over the last quarter, Vicky has taken on several additional responsibilities to assist with the nurse shortage at LRC. This involved training all of the agency nurses and newly hired nurses, as well as training the Medication Aides in Building #14 to help them become certified to pass medication in this residential program. In addition, Vicky has been teaching sections of the new Paraprofessional course for SSII staff. Training the Medication Aides involved coming in on her days off and on the evening shift to prepare everyone for this new responsibility and for the

certification process. Vicky was very thorough when training the Medication Aides, and helped the SSII staff gain confidence in this new skill to safely pass medications. Vicky volunteers to participate on committees, and assists in interviewing applicants for nurse and SSII positions. She has a positive attitude which shows in how she makes new employees feel welcome, and in her willingness to take on needed tasks to help with the workload in Nursing Services.

Kari Christner was the December 2015 Employee of the Month



Congratulations to Kari Christner, Social Worker, for being the December 2015 Employee of the Month. Kari began working for the State of Nebraska in June of 2008. Kari is an advocate for the patients she serves and thinks outside the box to help them achieve their goals and objectives. She is honest and upfront with the people she works with, yet provides the patients hope for the future. Kari volunteered to provide coverage in Building #5 when they were short two social workers. As soon as she was able to return to Building #3, she cheerfully agreed to provide coverage for a co-worker on maternity leave. Kari is quick to volunteer to discuss patient discharge plans and barriers with Division of Behavioral Health and Region colleagues during regular conference call meetings. Although the workload and complexity of her job is great, she is always calm and upbeat. Kari organizes opportunities for co-workers to socialize and enjoy each other's company. She shows PCC by treating everyone she encounters with dignity and by creating a warm and friendly environment. She is a valued team member who places value on the relationships she has with co-workers and patients.

Director's Note.....by Director Sheri Dawson

Before I begin, I wanted to say how pleased I am to have Anthony Walters as our CEO. In the short time he has been here, I continue to be impressed with his knowledge, experience, business approach and focus on those we serve. I can't wait for you all to meet him over the next weeks. Please join me in providing a warm [no pun intended] Nebraska welcome to Anthony and his family.

Has anyone seen a sports movie or heard a sports cheer that began with "We are...." Let me start my own cheer, "We are the Division of Behavioral Health." On January 5th, staff from the DBH Central Office, Lincoln Regional Center, Hastings Regional Center, and Norfolk Regional Center, came together to identify strategies on how the DBH can function as an integrated team and do our business collaboratively. We all do important work. We can't do it alone. Individuals that are patients at the regional centers are discharged into the community. The people we serve deserve the very best support in their recovery journeys. When we talk about the folks in DBH as "downtown or "Lincoln" or say if only the Regional Center would..., we are talking about our very own team members. We are one Division.

We have to be honest about the challenges and opportunities for our division's integration and improving the coordination of the behavioral health system as a whole. We need to take time to learn about the teams in our Division each of our teams and continue to identify the best ways to integrate our work. But, we can be in today and see tomorrow. I would like to share a vision of tomorrow where DBH is the best place to work, DBH is a national leader of behavioral health services, and DBH is the go to resource and leader of behavioral health policy. We have so many strengths and accomplishments to build upon. I am grateful for your commitment and dedication to each other and those we serve.

We are the Division of Behavioral Health. We guide our patients through difficult conversations and problem solving. We should expect the same of our teammates. If there are opportunities to improve, we need to sit down with each other, face to face, and work through the issues together. In that way our

team stays accountable to who we are as a Division and we build a culture of ownership to solve the challenges of the day.

On Friday the 29th, the leadership team will have another meeting to continue to organize our integration and priorities for 2016. We will be working through the 2016 Bridge Strategic Plan document and identifying strategies and measures to accomplish the tasks outlined in the document. Anthony Walters, our Regional Center CEO, your Medical Director and Facility Operating Officer should be engaging you in discussion about how DBH will organize and accomplish our work in the next months. DBH needs your help and ideas to be successful. Our division serves over 31,000 individuals a year including community based services and each of the 3 regional centers. They deserve our very best.

The Governor and the DHHS CEO have set priorities for a more efficient and effective state government, a more customer focused state government, growing Nebraska, improving public safety, and reducing regulatory complexity. The Division of Behavioral Health is working on those priorities and I am very excited about the future.

When the awareness of what is achievable brushes your life, the journey has begun. We are the Division of Behavioral Health. Change and transitions can be uncomfortable. I encourage you to ask questions, seek out information, stay positive, keep out the negativity as we try things and adjust course. DBH team members, the beginning is always the hardest, it's all about relationships, and a journey is not a destination. I'm extremely proud to serve with you on our journey to integration and developing the gold standard behavioral health system. Our patients need us to hold each other accountable to our mission and vision. Be in the moment.



Greetings Lincoln Regional Center Team!

Thank you for your hard work. I thought I would take a few moments in the newsletter to offer some words of encouragement and introduction. I have had the opportunity to meet a number of the staff on campus and I look forward to getting to know others. In my short time here, I am encouraged by the work I see occurring on a daily basis. It is obvious to me that we have staff here who have a great heart for serving patients. I realize this is not always easy work, but I am convinced the work itself matters. I believe that we have the potential to make a difference. I encourage you to stay focused on providing great customer service and great clinical service to the individuals we serve. - Anthony Walters, CEO

Building Trust

The past year has seemed almost like a blur. In 2015, we faced one of the worst nursing shortages I have seen in my 20+ years at LRC, we had a significant number of SSII vacancies, our waiting lists were peaking; we had a significant amount of pressure to get patients admitted in to the hospital, and some key personnel chose to leave the organization. Just when we thought we might not see the light at the end of the tunnel, we embarked on 2016. The New Year brought new and exciting ventures for us to look forward to. We are getting ready for the next Joint Commission survey, we have a new Regional Center CEO, a new Director and Deputy Directors, a new DHHS CEO, and a new Chief Medical Director. It's now been a year since we have had a new DHHS CEO and Governor. All of these changes have made us regroup, change course, look at things differently and challenged some of us to up our game. That's a good thing. As we work towards becoming a more unified Division of Behavioral Health it's exciting to see just how much more we can accomplish for the greater good when we pull together and work towards a common goal.

Nearly a year ago about 44% of the Lincoln Regional Center staff responded to the DHHS Employee Satisfaction Survey. Most, if not all of you, should have seen the results of this survey in your staff meetings. The results of the survey noted that LRC in particular had the following three strengths:

I know what my immediate supervisor expects of me.

My co-workers and I readily share information.

Most of the information I receive from my supervisor is accurate and trustworthy.

It was noted that team unity and coworkers feel that their teams are working well together, and the positive co-worker culture was evident in the results of the survey. It was also noted that the results pointed to positive relationships between employees and their direct supervisors as well as there being a clear flow of communication between the supervisors and their teams.

The areas that were noted for opportunities for improvement were as follows:

In order to share ideas/information with top management in the division, I must go through my supervisor.

Top management often seems hesitant to communicate news about the organization to lower level employees.

In DHHS, the lines of communication are open all the way to top management.

We have some action steps that we came up with in Supervisor Meeting to help get to the root of some of these issues and the PCC Feedback and Measurement Committee has made some further recommendations to get at the heart of communication and primarily trust issues. As a "top manager" my commitment

to you is my participation in the Steering Rounds and my availability to you each and every day that I am here. In the past I have not been very good at getting out and about and visiting like I want to. This year, I am committing to do that more often. I enjoy getting out and seeing you at work, seeing the great things you are accomplishing and seeing first hand if changes that are made are effective. This week for instance, I went to S2 and talked with patients and staff on the evening shift who were there for the first night of the move. Everyone was very congenial, in positive spirits, talked about what they liked about the new unit and what they were looking forward to. Over the past four months, we have restarted meeting with Labor in monthly Labor Management Meetings. I am hopeful these meetings will generate a lot of great solutions to issues you are facing in your work and will be a great way for us to collaborate and work together to find win-win solutions. The minutes for these meetings are kept on the Share Drive so please keep up to speed with the happenings and get in touch with your representatives on any issues you would like brought up.

Dr. Donovanick, Anthony Walters, and I are involved in retreats with the other two Regional Centers and the Community Based Services side of Behavioral Health to help bring unity to the Division, so that as a division we can help each best serve our populations and maximize our resources. There is a Bridger document that is helping to map out our plans and goals until we formalize a strategic plan. With the help of Director Sheri Dawson, Dr. Todd Stull, and the Deputy Directors, Linda Wittmuss and Tamara Gavin, we hope to find even greater ways to best serve our patients and provide quality care and services.

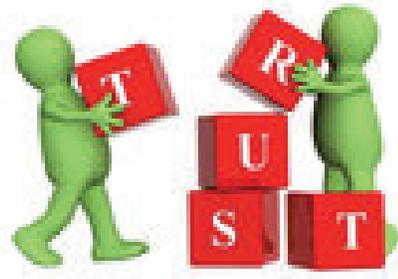
Stephen Covey wrote an article in LeadershipNOW titled, "How the Best Leaders Build Trust." He listed 13 behaviors that he feels are indicative of highly trusted leaders worldwide and that not only build trust but allow you to maintain trust in what he calls a "trust account."

1. Talk Straight
2. Demonstrate Respect
3. Create Transparency
4. Right Wrongs
5. Show Loyalty
6. Deliver Results
7. Get Better
8. Confront Reality
9. Clarify Expectation
10. Practice Accountability
11. Listen First
12. Keep Commitments
13. Extend Trust

(continued on next page)

Mr. Covey writes that leaders are to go first and extend “smart trust” with clear expectations and strong accountability built into the processes that they instill. Leaders must realize that trust impacts us around the clock each and every day and affects the quality of all of our relationships, communications, work products and projects, which for us is the quality of care we want to provide for the patients that we serve. He stated in the article, “I am convinced that in every situation, nothing is as fast as the speed of trust.” Think about that in relation to your co-workers, your supervisors, and the patients we work with. It is so easy to become complacent and not realize how our actions and statements can be misconstrued and/or perceived to have the trust we had from others destroyed in a matter of seconds. There is an anonymous quote that says, “It takes years to build up trust, and only seconds to destroy it.” We have to be conscientious of that, and work hard to maintain positive relationships and communicate in a way that is respectful and honorable. I remember when I was in orientation in July of 1989 and we were told to take care of the patients as if this was one of your family members. It’s that level of trust that we need to consider. We want the patients and their families to trust that they are in good hands, that we are taking great care of them and that they are safe. The same goes for staff. As supervisors, we want you to know that we have your back. That you can trust that we are looking out for the greater good of LRC and DHHS as a whole

and that we are doing the best we can to make sure that LRC thrives and that we are going to be the best we can be! Brian Tracy stated, “The glue that holds all relationships together-including the relationship between the leader and the led is trust, and trust is based on integrity.” As we look forward to this New Year, let’s all commit to building and maintaining our role in what trust is and what that entails and together we will all succeed!



Cheers to these LRC Ladies in Red! LRC HIM staff showed their support on Friday, February 5 for Women’s Heart Health by wearing red, and they looked **FABULOUS!**

Back row: *Jane Ahl, Tami Ernst, Diane Ellis, Stacey Wiltshire, Trish Lamblin, Carol Ryan, Marilyn Bailey.*

Front Row: *Jenna Beckner, Becky Roberts, Lisa Steward.*

Kudos—Now That's PCC!

- ◇ **Kudos to the Medication Aides in Building #14:** *Charles Afuh, Matt Ahlstedt, Matt Anderson, Deddeh Ballah, Timothy Cleary, Chalice Closen, Violet Crane, Jennie DePeel, Ron Duffy, John Eilers, Manual Gamez, Jessica Gartner-Barrientez, Joshua Gray, Tray Henricksen, Janae Hood, Dale Huddle, Randy Jacobs, Michaele Johnson, Ashley Lindemann, Kyle Malone, John McCoy, Gary McNeil, Teresa Mullen, Ika Obradovic, James O'Connell, Abibat Olude, Randy Pester, Steve Petersen, Devin Phillip, Jarod Sayker, Jeremiah Steward, Lisa Steward, Jason Swedlund, John Trotter, Charles Underhill, Sue Wesche, and Anastasia Whisenhunt!* Congratulations to you all for becoming certified Medication Aides and helping LRC! The Building #14 Medication Aides are the Team of the Quarter for 4th Quarter 2015! YOU ARE AWESOME!! - Vicky Buchholz and Teresa Hansen
- ◇ **Kudos to these Team Leaders and Nurses** for working with Vicky Buchholz on orders to help the new Medication Aides administer medications independently: *Dawn Remmenga, LPN, Barb Markovic, LPN, Diane Heithoff, LPN, Teresa Hansen, RN, Chalice Closen, Team Leader, Janae Hood, Team Leader, and Kyle Malone, Team Leader.* - *Vicky Buchholz*
- ◇ **Kudos to Laura, Pat, Matt, and Rebecca, 11-7 shift staff at Whitehall,** for washing and drying all the wet linen when the linen cart leaked while sitting in the snow and the delivered linen became sopping wet. - Lori Gressley
- ◇ **Kudos to Cindy Dykeman and Lisa Laurell** for picking up the slack with social worker changes occurring in Building #14.—Shannon Black.
- ◇ **Kudos to all SSII and RN staff on campus s the units have been very busy and difficult at times.** Many staff strive to multi-task within multi-tasking to make sure all unit assignments get covered. Your efforts do not go unnoticed. -Abby Hawthorne
- ◇ **Kudos to the entire staff in Building #3.** I am a newer therapist here and everyone I have worked with have been friendly, professional, and very helpful as I am learning the ropes! I am very happy to be in such a great work atmosphere! And a special kudos to Sarah Worley who has been wonderful in assisting me through this transition. -Diane Adelman
- ◇ **Kudos to Mark Townsley** for finding the remaining piece of contraband in the yard through all the leaves. -Cindi Hunter
- ◇ **Kudos to Linda DeVore** for assisting LRC in supplying different footwear options. -Cindi Hunter
- ◇ **Kudos to Building #10 second shift staff** for working together, providing the best patient care and for being a great role model for patients. -Haron Kohestani
- ◇ **Kudos to Dave Nicklas and his grounds crew, and to Maintenance** for keeping sidewalks, drives, and parking lots as clear as possible. The Maintenance staff have been doing an awesome job of removing snow, applying gravel and ice melt to make the campus safe! Marilyn Olsen, Marijo Herman, Cindi Hunter.
- ◇ **Kudos to Carolyn Nash, SSII,** for offering to present a program on therapy dogs for patients in Building #14. – Lisa Laurell
- ◇ **Kudos to Carol Ryan** for helping me get caught up with scanning.—Stacey Wiltshire.
- ◇ **Kudos to Les Adams** for coming in on weekends to do Mandt recertification classes.—From the SSII staff
- ◇ **Kudos to Building #3 Social Workers** for completing several successful patient discharges.
- ◇ **Kudos to Vicky Buchholz and Sue Lassek** for helping me with my PowerPoint presentation for my Lessons in Leadership Class.—Cheryl McMurry
- ◇ **Kudos to Randy Becker** for his extra work fixing water damage in the Spiritual Center in Building #10. He patched up he hole in the ceiling and found the exact blue color to match the current paint. It is good as new. – Rachel Johnson
- ◇ **Kudos to Dan Zak,** new Social Worker, who is amazing with the patients. He has done an outstanding job with a Building #10 patient and his family. Dan takes time out of his day to have 1:1s with patients in the comfort rooms. Dan is easy to work with and touches base with the nurses frequently so everyone is on the same page and work better as a team. We are lucky to have him on our team.—Katie Sausaman.
- ◇ **Kudos to Allison Lehman and Ann Allen** for doing such a wonderful job with transcription and importing into Avatar.—Becky Roberts
- ◇ **Kudos to Bret Nelson** for an excellent yard check on December 20 and keeping everyone safe. -Cindi Hunter
- ◇ **Kudos to all the staff on campus** who made the patient and family holiday parties a huge success! It was awesome to see the families and patients so happy! - Marilyn Olsen
- ◇ **Kudos to Jennifer Moran and Building #3 staff.** A note was received from a family member of a Building #3 patient thanking you for the care, patience, advice, and kindness you have shown towards this patient and family member. You are willing to listen to concerns and you celebrate patient victories!

Kudos—Now That's PCC!

Kudos to the wonderful LRC employees who donate blood at the "LRC Wellness Committee's sponsored elective activity of blood donation at the Community Blood Mobile." Some of these generous of spirit and body folks donate every 3 months or more often if asked. Can't get much kinder than that.—Sharon Ziers

Kudos to all the people who have been involved in making it possible for me to return to work after I injured my knee. **Najeeb Shekaib** helped me fill out the incident report and gave clear instructions for how to care for my knee before seeing the doctors. **Sharon Ziers** helped me by providing clear information about my leave. **Dr. Judson and Irene Hirschman** quickly set up a plan for me to carry out programming that has gone very smoothly. **The SSII staff in Building #10** have been fantastic in attending groups with me to manage any issues that may occur. And thank you to all **Building #10 staff** who have shown concern and wishes of wellness! - Jo Kelly

Kudos to Rich Schnidt for agreeing to be on the Operational Excellence team to represent the Division of Behavioral Health.

Kudos to Wooly who is retiring after 35 years of service to the State of Nebraska.. Thank you for your service to the Whitehall youth! - Willie Parks

Kudos to Vicky Buchholz and Teresa Hansen for helping the Building #14 staff become certified Medication Aides.

Kudos to Marcy Guinane, Staff Assistant, for finding awesome ways to save money in the Pharmacy.

Kudos to the ADONS, Craig Cooper, Irene Hirschman, Ellie Friesen, Jeanann Jelinek, for doing overtime completing floor RN duties.

Kudos to Irene Hirschman for always being helpful and supportive of the Team Leaders.

Kudos to Dr. Darrow for helping me during the Team Leader vacancies and the ADON transitions.—*Jessica Shepherd*

Kudos to Becky Roberts for bringing biscuits and gravy to the Maintenance crew during the winter storm of February 2 to show appreciation for their hard snow clean-up duties!

Kudos to Building #10 2nd shift staff. Every one of you made it to work on the snowstorm day! Way to go, Team, and thank you.—*Haron Kohestani*

Kudos to the Pharmacy for addressing and reversing glitches that recently showed up with Avatar orders.—*Dr. Anderson*

Kudos to Building #5 staff for receiving NO deficiencies on the Licensure survey the week of February 1, 2016. —*Stacey Werth-Sweeney*

Kudos to Katie Sausaman, RN, for her help in doing EKGs for Building #14 patients. - *Teresa Hansen and Maggie Copple*



Here's Envy, LRC's favorite Therapy Pooch, after a long, rewarding day at work collecting Valentines and love from the patients she serves.

**Puppy
Love**

February is Therapeutic Recreation Month! By Diana Dakan



In recognition of National Therapeutic Recreation Month, I would like to acknowledge the Therapeutic Recreation Staff that serve LRC and Whitehall. Please take a moment to thank a CTRS/TR Assistant for the amazing work completed daily to serve our patients:

Building #3: Leslie Guthrie, CTRS
Andrew Pennock, CTRS
Dawn Hauptmaier, Activity Assistant

Building # 10: Katelyn Glasgow, CTRS
Keith Blackburn, Activity Assistant

Building #5: John Andreini, Supervisor, MA, CTRS
Shelby Jurries, CTRS
Sarah Owen, CTRS
Kirstin Berg, CTRS
Molly McCree, Assistant

Building #14: Bill Jennings, CTRS
Diana Dakan, MS, CTRS
Jessica Anderson, CTRS

Whitehall: Lori Gressley, Supervisor, CTRS
Stephanie Wolf, Activity Assistant

What is "Recreation Therapy"?

Recreation therapy, also known as therapeutic recreation, is a systematic process that utilizes recreation and other activity-based interventions that are based upon the assessed needs of individuals with illnesses and/or disabling conditions. **The purpose of the RT process is to improve or maintain physical, cognitive, social, emotional and spiritual functioning in order to facilitate full participation in life.** Recreation therapists with CTRS certification have demonstrated a unique set of competencies, abilities, and skills for practice in a wide variety of health care and human service settings. Recreation therapy and the CTRS credential are duly recognized by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) and the Commission on Accreditation of Rehabilitation Facilities (CARF) as well as many governmental regulatory agencies. For decades, recreation therapy has been recognized as a valuable profession within health care and human services. **Today the Certified Therapeutic Recreation Specialist (CTRS) exemplifies the profession's dedication to quality standards and professional excellence.** There are nearly 30,000 recreation therapists in the United States, with over 15,000 professionally certified by NCTRC.

-Information sited from nctrc.org. This information and more may be found at http://www.recreativeresources.com/images/TRMonthjpgsmall_000.jpg

I would like to take a moment and say a special **THANK YOU** to my colleagues that work tirelessly to provide quality services at the Lincoln Regional Center for the difficult populations we serve, and throughout the state of Nebraska. – Diana Dakan, MS, CTRS

LRC APPRECIATES OUR TR STAFF!!



The Medication Aides are the Team of the Quarter 4th Quarter 2015



Congratulations to the Building #14 Medication Aides for being selected as the Team of the Quarter for 4th Quarter 2015: Charles Afuh, Matt Anderson, Matt Ahlstedt, Deddeh Ballah, Timothy Cleary, Chalice Closen, Violet Crane, Jennie Depeel, Ron Duffy, John Eilers, Manual Gamez, Jessica Gartner-Barrientez, Joshua Gray, Tray Henricksen, Janae Hood, Dale Huddle, Randy Jacobs, Michael Johnson, Ashley Lindemann, Kyle Malone, John McCoy, Gary McNeil, Teresa Mullen, Ika Obradovic, James O'Connell, Abibat Olude, Randy Pester, Steve Petersen, Devin Phillip, Jarod Sayker, Jeremiah Steward, Lisa Steward, Jason Swedlund, John Trotter, Charles Underhill, and Sue Wesche.,

Building #14 SSII staff and Team Leaders completed the required training to become certified Medication Aides to help with the nurse shortage at LRC. This involved completing the LRC Medication Aide training, shadowing nurses to learn the medication administration process, learning the Avatar e-MAR system, and passing a competency/certification test to meet DHHS state requirements for Medication Aides. All of the Building #14 Medication Aides continue to help each other gain confidence and proficiency in passing medications and meeting medication administration standards for the patients in their program.

The ability to use Medication Aides in Building #14 has allowed LRC to utilize nurses previously assigned to Building #14 to provide care to patients in the acute care areas of the hospital. LRC has been experiencing a shortage of nurses and the Medication Aides have assisted in meeting the medication administration needs for Building #14. This in turn has assisted all of the patients at LRC by freeing up time for the nurses to cover in other areas. Thank you all for your very hard work as well your willingness to increase your skills and take on this significant responsibility to help the facility. It is greatly appreciated.

Leanne Wiemer is the 4th Quarter Supervisor of the Quarter



Congratulations to Leanne Wiemer for being selected as the LRC Supervisor of the Quarter for 4th Quarter 2015. Leanne the new Principal for Morton School as well as the Principal for the school at the Hastings Regional Center. She began this role in June of 2015. Leanne's co-workers state that she immediately began making improvements in the educational programming at Morton School. The youth have embraced the changes and have been able to earn academic credits at a faster pace. The youth enter into Morton School behind on school credits and the academic credit recovery program Leanne implemented is a good match for their academic needs. In addition, Leanne implemented changes so teachers and YSII staff are more involved in guiding the youth towards individualized academic goals. Youth receive more recognition and rewards for academic and behavioral achievements. This is critical because many of the youth feel discouraged entering Morton School after not being successful within an academic setting.

It would have been easy for Leanne to continue with the pre-existing structure of Morton School; however, she clearly has a strong investment in her students and staff as she began making improvements immediately. Leanne is team-oriented and supports her co-workers. She is open and leads by example, is willing to listen, and admits her errors. She has begun teaching Spanish for youth to help them obtain their school credits. She engages others in discussions and meetings, and thanks them for their assistance. Leanne has shown a dedication to the youth, to their education, and to their well-being. She cares for people and works to empower them. She is open with her communication and is willing to educate others while treating them with dignity and respect.

The Blizzard of Grounds Hog Day, 2016



Snow Trees



Snowy Lane



Big Snowy Job



Snow Removal Man Ed



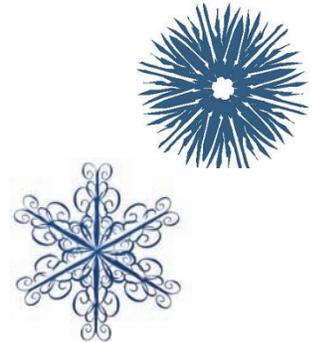
Snow Dog



KUDOS to everyone that was able to make it out to campus during this winter storm!! Front line staff that were mandatoried for overtime, nurses that put in the extra hours, HSTS staff that helped out in the buildings, the Staffing Office for making sure we had enough people to cover the units, our DON and ADONs that were on campus to cover for those who couldn't be here, the housekeeping and maintenance crews that were making sure the buildings and the parking lots and streets were clean and clear for everyone, and those in Administration who made it here to help out plus anyone else I forgot! LRC staff ROCK!! Thank you for all that you do EVERY DAY!! -Irene Hirschman

Holiday Reception Photos

The LRC Leadership Team and Medical Staff sponsored a holiday reception for all LRC staff on December 16 to show their appreciation for the work everyone does! Food, fun, and laughter was shared by all. Here are some photos of this holiday event!



More Holiday Reception Photos



Winter Retirements at LRC

Three long-term LRC “Living Legend/Icon” employees retired this winter at LRC. Dr. Y. Scott Moore, Psychiatrist, retired on December 30, 2015, followed by Jan Ropers, Financial Responsibility Supervisor, on December 31, and Charles Wooldridge, Whitehall Campus Manager, who retired on February 4, 2016. Best wishes to Dr. Moore, Jan, and Wooly! You will be missed and long-remembered. We wish you all the best in your retirement and congratulate you on your prestigious entry into Admiralship in the Great Navy of the State of Nebraska in honor of the service you’ve given to the State and to the people and youth at LRC and Whitehall. We salute you Admirals Moore, Ropers, and Wooldridge!



Dr. Y. Scott Moore
60 Years of Psychiatry
December 30, 2015



Jan Ropers
51 Years of Service
December 31, 2015



Charles Wooldridge
35 Years of Service
February 4, 2016



Diversity Committee

Please click on the link below to watch the featured video brought to you by the Diversity Committee!
https://www.youtube.com/watch?feature=player_detailpage&v=wqpDA3Zlg_w#t=0

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

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

Check Out These New Booksby Tom Schmitz

1. *Happier* by Tal Ben-Shahar
2. *Zen and the Art of Making a Living* by Laurence G. Boldt
3. *Everyday Etiquette* by Patricia Rossi
4. *Guardian of the Golden Gate* by Kevin Briggs
5. *Heaven is for Real* by Todd Burpo
6. *How Full is Your Bucket* by Tom Rath
7. *Teach Yourself Visually: Weight Training* by MaronGraphics Development Group
8. *A Lawyer's Journey* by Morris Dees
9. *What the Night Knows* by Dean Koontz
10. *Literary Britain: Landmarks, Landscapes and Houses of Great Authors*. Photography by B. Brandt

Here is a link to the LRC Resource Center Catalog:

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

Please add his link to your desktop shortcuts and send your requests to me. - Thanks, Tom

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

Strut Your Wellness Stuff Winner.....by Becky Meulemans

Congratulations to this month's "Strut your Wellness Stuff" Winner, Michael Smith. He was nominated for his dedication to physical activity breaks throughout the work day. In addition to making sure to get himself up and moving, he has been able to motivate other people in the admin building to join in. Typically they have five people walking but the largest group has been ten! Michael explains that some people have the mentality of being "too busy" to go, but in reality, he finds that he's more productive after a short walk. For the most part, people don't have trouble taking a few minutes to get up and

move. Michael's found that it's an awesome opportunity for a short break, good stress relief, and a chance to get to know his co-workers. In addition to walks, Michael struts his wellness stuff working out with his co-workers after work or at lunch. He believes its all peer pressure, but positive peer pressure. The walk breaks start at admin around 10 and again at 2:30 so if anyone is interested, feel free to join, or get one started in your building! Congrats Michael and keep strutting your wellness stuff!



2015 Annual Employee Recognition Ceremony



On February 16, 2016, LRC celebrated our employees achieving 5, 10, 15, 20, 25, 30, 35, 40 and 45 Years of Service milestones in the year 2015. In addition, all of the 2015 Employees of the Month, Supervisors of the Quarter, and Teams of the Quarter were honored. Les Adams was chosen as the 2015 LRC Employee of the Year, and our own Psychiatric Mental Health Certified RNs were the Team of the Year! Congratulations to everyone being recognized for their service and the great work you do! Your dedication is appreciated.



5 Year Employees in Attendance:

Rich Schmidt, Kayla Puhmann,
Stephanie Pinkston, Anthony Kelley



10 Year Employees in Attendance:

Mark Townsley, Marilyn Olson,
Les Adams



15 Year Employees in Attendance:

Irene Hirschman, Tim Elario



20 Year Employees in Attendance:

Michael Roberts, Jeffrey Polage, Shannon
Black, Marilyn Bailey



25 Year Employees in Attendance:

Marilyn Terri Harmon, Kurt Anderson



30 Year Employees in Attendance:

Rhonda White, Andy Miller



35 Year Employee in Attendance:

Sharon Ziers



40 Year Employees in Attendance:

Tom Schmitz and Joanna Johnson



45 Years!!!

Paul Day

2015 Annual Employee Recognition Ceremony

For LRC employees achieving more than 20 years of service in 2015, their supervisors spoke a few words to honor each of them. Here are these employees photographed with the LRC supervisors who recognized them.



45 Years: Paul Day, with supervisor Kurt Anderson



40 Years: Tom Schmitz with Supervisor, Tanner Mitten



40 Years: Joanna Johnson with Supervisor Lori Gressley



30 Years: Rhonda White, with Team Leader Kurt Lockard



30 Years: Andy Miller, with supervisor Kurt Anderson



25 Years: Marilyn Terri Harmon with supervisor Les Adams



25 Years: Kurt Anderson, with supervisor Gordon Tebo



20 Years: Marilyn Bailey, with Program Manager Cindy Dykeman



20 Years: Shannon Black with supervisor Dan Ullman

20 Years:

Jeff Polage with Team Leader Rick Whiting



20 Years: Michael Roberts with Program Director, Shannon Black

2015 Annual Employee Recognition Ceremony



All of the 2015 Employees of the Month and Supervisors of the Quarter were recognized at the February 16, 2016 ceremony. Those in attendance are pictured here. *Left to Right:* Shannon Clark, RN, Sandi Waldron, CMSW, Patty Osterhaus, RN, Kari Christner, CMSW, Scott Collier, Team Leader, Les Adams, Housekeeping Supervisor, Kurt Lockard, Team Leader



From the 2015 Employees of the Month and Supervisors of the Quarter, Les Adams, Housekeeping Supervisor, was chosen as the 2015 LRC Employee of the Year! Les was recognized for his exemplary service to LRC and the difference he has made over the past year revamping Mandt courses to provide realistic scenarios in the training. He has provided this training to SSII staff and to clinical staff. Employees report feeling more confident in performing Mandt techniques, and LRC's seclusion and restraint incidents have decreased, along with patient and staff injuries! Way to go, Les. Thank you, and congratulations!!



The four Teams of the Quarter for 2015 were the Psychiatric Mental Health RNs in the 1st Quarter, the DBT Team in Building #3 in the 2nd Quarter, the Centralized Staffing Office in the 3rd Quarter, and the Building #14 Medication Aides in the 4th Quarter. From these teams, one LRC Team of the Year for 2015 was selected, the Psychiatric Mental Health certified RNs!! Congratulations to our PMH-RNs! Representing the Psychiatric Mental Health RNs in this photo (*left to right*): Cheryl McMurry, Marijo Herman, Irene Hirschman, Craig Cooper, Jeanann Jelinek, Ellie Friesen, and Todd Falter.

We  our LRC Nurses!

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



Nicholas Allen, SSII, Bldg 3



Jessica Anderson, Activity Assistant, Bldg 14



Dustin Beard, SSII, Bldg 5



Kia Beason, SSII, Bldg 3



Jamal Bashir, Food Service Cook



Phillip Beck, SSII, Bldg 5



Marvin Binnick, SSII, Bldg #10



Maurice Bowens, SSII, Bldg 10



Lawrence Brier, SSII, Bldg 5



Rebecca Buchanan, YSII, Whitehall



Barbara Gobel, CMSW, Bldg 14



Trang Griffith, SSII, Bldg #10



Adam Hall, SSII, Bldg 5



Shane Heinzman, SSII, Bldg 5



Sarah Hopkins, LPN, On Call



McKenna Horn, SSII, Bldg 10



Matthew House, SSII, Bldg 10



Farid Karimi, MD, Psychiatrist, Bldg 5



Lucia Katty, SSII, Bldg 14

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



John King, SSII, Bldg 5



Nicole Komar, RN, Bldg 3



Brandon Lindholm, SSII, Bldg 5



Shelby Martin, SSII, Bldg 14



Patricia Martison, SSII, Bldg 5



Andrea McAllister, SSII, Bldg 5



Steven Michaels, SSII, Support Pool



Christopher Mrkvicka, SSII, Bldg 5



Elizabeth Oberheu, YSII, Whitehall



Bolin Orton, SSII, On -Call



Beth Peplinski, SSII, Bldg 10



Nancy Pew, RN, On Call



Joshua Pierce, SSII, Bldg 5



Sheila Propp, SSII, Bldg 10



Linel Quinn, SSII, Bldg 5



Derek Richardson, SSII, Bldg 5



Anna Robinson, SSII, Bldg 3



Acacia Rowley, SSII, On-Call



Zachary Sehnert, SSII, Bldg 5



Dillon Semrad, SSII, Bldg 5

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



Tanya Smith, RN, Bldg 10



Rosemarie Spencer, RN,
On-Call



Anthony Walters, CEO



Derek Wells, SSII, Bldg
10

Please join us in welcoming these new employees, and give a hearty welcome back to returning employees, Barb Markovic, LPN, and Zeb Moseman!!



Barb Markovic, LPN



Zeb Moseman, On-
Call SSII



Danni Quackenbush,
ADON



Roni Koenig, ADON

Please welcome LRC's two newest ADONs, Danni Quackenbush and Roni Koenig!! Danni will be working in Buildings #3 and #10 on a split shift between 1:00 and 9:00 p.m. Roni will be working in Building #3 on the 7-3 shift!

Where Are All the Nurses?.....by Cheryl McMurry

According to the Bureau of Labor Statistics, nurses make up the single largest health profession in the United States. Between now and 2022, not only will there be an expected half-million nursing jobs from growing demand but also another half-million nurses will retire and need to be replaced. The demand for nurses will continue to grow as the “baby-boomers” enter into Medicare at a rate of 2-3 million each year! The Bureau of Labor Statistics projects a 19 percent growth in employment for nurses from 2012-2022.

To illustrate how Nebraska is faring with the nurse shortage, here are some interesting “Fast Facts” provided by the Nebraska Center for Nursing:

- ◇ In 2009, the average age of a Nebraska Nurse was 46 years old
- ◇ About half of all Nebraska nurses will retire in the next 10 years
- ◇ By 2020, Nebraska will have a shortage of nearly 4,000 RNs
- ◇ Of Nebraska’s 93 counties, 73 have a lower than national average ratio of registered nurses to patients, and more than one-third of Nebraska’s counties have no nurse practitioners
- ◇ Nine counties in Nebraska have no registered nurses
- ◇ Four counties in Nebraska have just one registered nurse!

All of this information provides some explanation as to why we, and most other healthcare organizations, are experiencing a nurse shortage and higher vacancy rates.

Take a look at nearly every newspaper or job posting site and invariably you will find openings for nurses and nursing services staff. LRC is certainly not unique in our struggle to recruit and retain nurses. Being a state of small population, and perhaps in the opinion of some, a state with little appeal (who needs mountains or oceans??), recruitment and retention efforts can be very challenging.

We also are very aware of the wage discrepancy existing between public and private sector. There is much work being

done with the Division of Behavioral Health and State Personnel to address this significant issue and we hope that there will be a favorable outcome within the near future.

Meanwhile, it is imperative that we continue to provide patient care as safely and effectively as possible. Currently we are working on many different interventions to help us fill our vacancies. To name a few, we are offering flexible scheduling options, aggressive recruitment of nurses through various advertising efforts and job fairs; offering clinical experiences for students; encouraging utilization of tuition assistance and other options for educational growth; and providing paid certification opportunities. Our nurses have shared their ideas and potential retention solutions with Director Sheri Dawson and other agency leaders who are very supportive of our needs.

Currently, to help with our day to day staffing needs and provision of patient care, we have contracted with agency nurses. On August 10, 2015, our first agency nurse arrived to begin a 13-week assignment. Although these agency nurses are providing us with great patient care and we are appreciative of their help, we are hoping that this is a very temporary solution to our staffing needs.

In spite of all of our challenges, I feel very optimistic about the future of nursing at LRC. Through the adversity, we have continued to provide the very best care for our patients. Our Security Specialists have worked side by side with the nurses, often doing overtime themselves to help with our staffing needs.

SSIIs in Building 14 have been trained as Medication Aides and are doing an excellent job with medication administration. This has helped free up time for the nurses. The ADONs and RNs from other departments across campus have pitched in to help cover open shifts.

All of LRC has pulled together as one team with a single goal – to provide the best possible care for those we serve. With the direction and support of our new CEO, Anthony Walters, I know we will soon accomplish many great things!





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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: Director Sheri Dawson, CEO Anthony Walters, Stacey Werth-Sweeney, Cheryl McMurry, Diana Dakan, Michael Smith, Teresa Hansen, Becky Roberts



Spiced Noodles with Tofu & Snow Peas



Ingredients:

- | | |
|--|---|
| 1 14-ounce package extra-firm tofu, drained | 12 ounces dried Asian udon noodles or fettucine |
| 3/4 pound snow peas, ends trimmed | 4 tablespoons toasted (dark) sesame oil, divided use |
| 1/4 cup chopped roasted peanuts | 1 bunch green onions, thinly sliced, then cut crosswise into 2-inch lengths |
| 3 tablespoons finely chopped peeled fresh ginger | 4 large garlic cloves, minced |
| 1/2 cup bottled teriyaki sauce | 3 tablespoons fresh lime juice |
| 1 tablespoon creamy-style peanut butter | 1 tablespoon bottled Chinese chili-garlic sauce (more or less to taste) |

Directions: 1) Slice the block of tofu crosswise into 8 slices; pat slices with paper towels. Cut each slice crosswise into 8 short strips; set aside. 2) Cook noodles in large pot of boiling salted water until tender but still firm to bite; add the snow peas to the pot (along with the noodles) for the last minute of the cooking. Drain in a colander, then return the noodles and snow peas to same pot. Mix in the peanuts and 1 tablespoon of the sesame oil. 3) Heat the remaining 3 tablespoons oil in large nonstick skillet over medium-high heat. Add tofu and green onions; stir fry for 2 minutes. Add ginger and garlic; stir-fry 1 minute longer. Add the teriyaki sauce, lime juice, peanut butter, and chili sauce; simmer 30 seconds until peanut butter is melted. 4) Mix sauce and onions into noodle-snow pea mixture. Season with salt and pepper. Serve warm or at room temperature. Makes 4 generous servings