

THE SWVMHI NEWS

Southwestern Virginia Mental Health Institute

Volume XXX No. 1

Health Healing Hope

February 1, 2008

Our Mission: We promote mental health in Southwestern Virginia by assisting people in their recovery.

FROM THE DIRECTOR:

“Hope is the ability to hear the music of the future.”

~ GUIDEPOSTS reader Jeannette Lawrensen

In this edition of The NEWS, you will find many interesting articles, but I want to especially bring your attention to the article on the Mission, Vision, and Values developed by the High Performance Organization (HPO) Team of the same name. This dedicated team has spent many hours talking with staff, and they have developed the **SWVMHI Vision** for the future: *“SWVMHI, in collaboration with the Community Services Boards, will always be the region’s center of excellence in the treatment of serious mental illness.”*

The Mission, Vision, Values Team is developing presentations for staff with more detail on the seven SWVMHI Core Values. The article in this newsletter is a good first step in helping us understand what it is to live the values in our day-to-day actions.

Speaking of day-to-day actions, how good are you at **Welcoming**? SWVMHI’s Co-Occurring Disorders (COSIG-MH/SA) workgroup and the SW Virginia region were privileged to host a visit by Dr. Ken Minkoff on January 10, 2008. Dr. Minkoff spoke first with the Co-occurring Disorders workgroup, which is a multidisciplinary team that has been helping us to self-administer an assessment of how well we integrate the treatment of substance abuse disorders into our treatment programs. The short answer is – we could do better!

Dr. Minkoff reminded us that people with co-occurring disorders are real and more frequent than we recognize. They need our help in both realms. People with complexities are the norm, and every staff member should be developing competencies in both mental health and substance abuse issues. We are not doing this for us – the people are there, being admitted to us every week. Our jobs will be easier, and more fun, if we recognize the reality and lead with our hearts and souls. If we start with that small welcoming step – this is how we begin to help the people we are invited to help. After we welcome, then we can more easily have engaging, empathetic, hopeful, and recovery-oriented interactions. We become more successful “helper-people,” and who doesn’t like to feel and be more successful?

What is the starting place? It goes back to the idea that our first job, before we try to change things, is relationships. I am sure that many of you have experienced the pleasure of developing positive relationships and good rapport with the individuals we serve. How much more easily the work in the hospital flows if we have the basis of a welcoming environment – not one that says, “You came to the wrong place – we can’t help you.” What if we said through our words and our actions: “You are here, you may not need to stay long, but you are in the right place, welcome to SWVMHI!”

Interestingly, I have heard several people say that Recovery and Welcoming are merely common sense. This is the best news I have heard in a long time! It matters not so much exactly what we call what we do and how we treat others, so long as we start where people are in their recovery journey and so long as we behave in ways that recognize the importance of the voices of the individuals we serve.

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Thanks to both the Mission, Vision, Values Team and the Co-occurring Disorders Team for their important work.

JERRY DEANS RETIRING

Jerry was Director at SWVMHI from January, 1992, until April, 2002, when he moved to Richmond to become the Assistant Commissioner for Facility Management. Effective this February, 2008, Jerry will be retiring from state service.

Below is an excerpt from Commissioner Reinhard's November 27, 2007, announcement about Jerry Deans:

"There will also be more opportunity to celebrate Jerry Deans' 34 years of state service, but I will take this opportunity to note how grateful I am that Jerry decided to come to Central Office 5 years ago. I have never worked with a colleague who has demonstrated as much moral character, passion for his work, and true grit and determination - often in the face of unimaginable adversity - as Jerry Deans demonstrates on a daily basis. I quite simply will miss Jerry's presence and influence in this department."

Thanks from Jerry Deans, on his retirement:

"A special thanks to all of you. It was a great privilege to work with you at SWVMHI for 10 years and to work on "The Hill" for 18. The two opportunities to serve at MCTC and SWVMHI were undoubtedly the most rewarding of my 34 years with the State. You prayed me and my family through many trials and tribulations and together we served thousands of suffering souls.

It was so good to see many of you Friday, January 25, and I want to thank Cynthia and all of you that helped with the reception at SWVMHI. Don't be surprised though if you see us around Marion again soon. We are enjoying Richmond and with family close by and a new grandchild on the way in May, we will probably make our residence here. However, we will always consider those of you in Marion our family and lifelong friends.

We will never forget the support you have given to us over the years, and I continue to tell the wonderful story of your love to everyone who will listen.

God Bless You All.

~Jerry and Family

Please see my new contact information below and drop me a note when you get a chance."

jerry.deans@comcast.net

"People don't care how much you know until they know how much you care."
~from *The Way of the Shepherd: 7 Ancient Secrets to Managing Productive People*
by Kevin Leman and William Pentak

~Cynthia McClaskey, Ph.D., Director

EMPLOYEE AMBASSADORS

Employee Ambassadors are employees from across the Commonwealth who will help celebrate Virginia Public Service Week at the Governor's Award Ceremony. All state employees are eligible to sign up to be an Ambassador and attend/assist at the Governor's Award Ceremony during Virginia Public Service Week May 4-10, 2008. You can do so by clicking on the link below and typing in your information. (If you do not have access to email, talk to your supervisor or department head. You must submit the Ambassador sign-up form by March 31, 2008. There will be a drawing from all applicants to select a total of 35 employee Ambassadors from all regions in the Commonwealth. If selected, employees must receive permission from their supervisor to attend this function.

<http://registration.dhrm.virginia.gov/VPSW/govambass.aspx>

NEWS AND NOTES FROM YOUR SWVMHI LIBRARY

Don't you wish we could bottle and sell Dr. Minkoff's insight and exuberance? Well, the literature is definitely second best, but it is a viable alternative, and it is available.

Come and get it! Literature from Dr. Minkoff's Co-occurring Disorder Resource Bibliography. Your SWVMHI Library has culled the collection and made the following items readily accessible to all. Books--in order as they appear in the Bibliography:

20) Center for Substance Abuse Treatment. *A guide to substance abuse services for primary care clinicians*. TPI #24. CSAT, Washington, 1997.

21) Center for Substance Abuse Treatment. *Enhancing motivation for change in substance abuse treatment*. TPI # 35. CSAT, Washington 1999.

24) Center for Substance Abuse Treatment. *Detoxification and SA Treatment*. TPI #45. CSAT, Washington, 2006.

There are several Dennis Daley titles listed on the bibliography. We have Daley's *Clinician's Guide to Mental Illness*. Hazelden. 2001. WM 140 D 2001.

41) Drake, RE. *Readings in Dual Diagnosis*. IAPRS. Columbia, MD. 1998. WM 270 R42 1998.

49) Evans & Sullivan. *Treating Addicted Survivors of Trauma*. Gulliford, NY. 1995 WM 270E5.

*76) Leshner Ai. *Addiction is a brain disease, and it matters*. Science (1997). In NIDA Notes on Drug Abuse Treatment. p. 17.

86) Miller, WR. *Motivational Interviewing*, 2nd ed. Guilford, 2002. WM 176 M56 2002.

93) Minkoff, K. *New Directions for Mental Health Services*, No. 50. Jossey-Bass, 1991, pp 13-27.

*113) Mueser, KT. *Integrated Treatment for Dual Disorders: A guide to effective practice*. Guilford. 2003 WM 270 I 684 2003. (This is the one he held up in tatters.)

114) Najavits, L. *Seeking Safety: A treatment manual for PTSD and SA*. Guilford. 2002. WM 270 C63 2002.

149) Roberts, LJ. *Overcoming addictions: skills training for people with schizophrenia*. Norton. 1999. WM 270 R645 1999.

We also have many, many of the articles that are listed in the bibliography, and, most of all, remember that we can obtain books and articles from other libraries.

We're that small starting place to help you on your way to the big deal. We can help you obtain the evidence, from other successful programs, that you might want/need to look at. It is our goal to present a welcoming, hopeful, place for you to fill your information needs.

Many thanks to the following folks who have contributed to the library's materials and programs:

Sheila Buchanan, Gail Campbell, Lesu Cole, Mary Beth Counts, Joseph Dibble, Mary Dotson, Laurie Goral, Lynn Griffiths, Debbie Haga, Christy Hall, Paige Houchins, Jeannie Hutton, Bonnie Jessee, Ashley King, Diann Marshall, Jennie McAllister, Cynthia McClaskey, Jill McKinnon, Dick Mears, Jim Moon, Sandy Musser, Doreen Nally, Sharon Neitch, Sarah Parris, Betsy Perkins, Amanda Phipps, Peggie Roland, Ginger Self, Leiann Smith, Bonnie Spangler, Linda Sturgill, Jim Suhrbier, Betty Testerman, Lyn Thompson, Sharon Wheeler, Nancy Wood, and the Health Information Management team.

Cheers to a new year and another chance for us to get it right. ~Oprah Winfrey
www.quotegarden.com/new-year.html



~Ann Mathews, Librarian

COMMENTS AND MISCELLANEOUS

To all SWVMHI staff:

On behalf of my family, I would like to thank everyone for the overwhelming response of condolences we received during the passing of my mother, Cordia Bear. We greatly appreciate the kind words, visitation, cards, and food. My sisters were most impressed with the volume of concerned staff at SWVMHI that acknowledged our family. I truly feel blessed to work at a facility that cares so much. May God bless each and every one of you.

~Ellen Tilson, Geriatric Unit Nurse Coordinator

I have been shown such tremendous support and understanding over the past several years. My reason for coming to work here was to give me something to focus on other than things that were taking place in my life. Not only have I found a home but many friends and caring co-workers. I feel that God put the paper with the ad for this job in front of me that day for a purpose. I am grateful to him for leading me here to such wonderful and caring people. Thank you for everything.

God Bless you all,

~Peggy Evans, Housekeeping Department

My Wish for You

Today...I wish you a day of ordinary miracles -- A fresh pot of coffee you didn't have to make yourself. An unexpected phone call from an old friend. Green stoplights on your way to work or shop.

I wish you a day of little things to rejoice in. . . . The fastest line at the grocery store. A good sing along song on the radio. Your keys right where you look.

I wish you a day of happiness and perfection -- little bite-size pieces of perfection that give you the funny feeling that the Lord is smiling on you, holding you so gently because you are someone special and rare.

I wish You a day of Peace, Happiness, and Joy.

They say it takes a minute to find a special person, an hour to appreciate them, a day to love them, but then an entire life to forget them.

~Author Unknown

A Big Thank You is in order for the following people that made this year's Operation Santa Claus a success. These people went above and beyond to make all the events happen.

Sandy Hopkins
Laurie Goral
Ashley King
Kristi Burks
Annasue Cook
Rick Delp

Vicki Copenhaver
Marlene Doyle
Wendy Marchant
Stacy Brown
Sandy Guthrie

A very special thanks to the CRS Staff, without whom none of the special events would take place here at SWVMHI.

Operation Santa Claus was a great success this year, thanks to the kind help of many people both here at the facility and in the surrounding communities. This year people contributed in a variety of ways--giving items, donating financially, and assisting physically by actually doing the hands-on tasks to make sure the event went as planned. These tasks consisted of setting up the auditorium for the Operation Santa Claus event, serving as hosts for the various Christmas banquets, and acting as clerks assisting patients as they shopped for Christmas. Activities were spread over several days and began on Monday, December 17, with the individuals we serve decorating their stockings to be given on Christmas Day. On Tuesday, the Holston High School Choir entertained patients. On Wednesday, the Admission Unit residents enjoyed a traditional Christmas meal, while those on the ERS Units decided to celebrate with a pizza party. On Thursday, December 20, individuals were once again allowed to shop and had fun choosing from many, many donated and purchased items. On Christmas Day, of course, each individual received a stocking stuffed with various goodies.

Thanks to all the staff and friends of the hospital who made this happen, especially those of you who gave of yourselves, your time, talents, and resources, to help provide a happy holiday for the patients we serve.



~Doug Smith, Volunteer Services Director



2007 COMBINED VIRGINIA CAMPAIGN

The 2007 Combined Virginia Campaign (CVC) at SWVMHI has concluded and was a great success!! Thank you to all who made donations and who pledged donations through payroll deduction. Southwestern Virginia Mental Health Institute employees donated a total of \$4,181 to be distributed through the CVC Campaign.

Your generosity is greatly appreciated and will greatly benefit the charities that were chosen. Special thanks to the committee who helped organize, decorate, make posters and those who put all the hard work into the kick-off event. Committee members were Bonnie Jessee, Becky Barker, Tina Hamm, Patricia Evans, and Doug Smith.

CONGRATULATIONS TO OUR CVC GRAND PRIZE WINNERS:

JOHN O'KEEFE: Barter Theatre Tickets and Martha Washington Inn Tickets

JAMES PARKS: Bristol Motor Speedway Spring Busch Race Tickets

NORMA BRICKEY: Dollywood Tickets

~Denise Deel
Radiology Supervisor
CVC Chairperson



EMPLOYEE DIRECT DEPOSIT AUTHORIZATION

Agencies have been asked to take proactive steps to improve participation rates.

As of June 30, 2007, SWVMHI had 87.9 percent employees enrolled in Direct Deposit (or 535 employees).

If you are not already enrolled in Direct Deposit, you may visit www.doa.virginia.gov, and select DOA Forms to access the Employee Direct Deposit Authorization.

Direct Deposit—

- **Increases security and control** because the information and funds pass through fewer hands with less chance to be compromised or lost.
- **Saves time** that would otherwise be spent in bank teller or ATM lines.
- **Ensures that funds are deposited** even when employees are not in the office on payday, maximizing employee funds access and interest earnings.

Payline – <http://payline.doa.virginia.gov>

- **Allows convenient, secure, and repeat access to printable personal payroll data (including an electronic pay-stub)** from anywhere with Internet access, whether at work, home, or the local library.
- **Provides access to earnings and deduction history for the entire year**, not just one pay period.
- Allows early access to pay information, 3 – 4 days before payday and receipt of centrally printed paper Earnings Notices.

SWVMHI'S MISSION, VISION, VALUES

Southwestern Virginia Mental Health Institute (SWVMHI) is a values-driven organization. While values may not offer direct answers to specific problems, they are important because they guide the decision-making processes and are at the very core of why we do what we do! Values shape the SWVMHI culture. They provide a framework for fostering personal, professional, and educational growth. Values are the reason why it can be said that many staff here "exceed expectations"--not only performing one's job duties, but caring to go the extra mile. Having a clear set of determined values is essential to interpersonal relationships, teams, and organizations. The reason for this is that values shape individual, team, and organizational behaviors. If an individual has the wrong set of values, chances are this will be reflected in daily behavior and affect the organization as a whole.

The Executive Management Committee (EMC) of SWVMHI has done a tremendous amount of work to develop the core SWVMHI values, along with how those values might be seen in action. For example, what does the value of Leadership look like when it is seen? The Mission, Vision, Values HPO work group has attempted to integrate material regarding SWVMHI's Mission, Vision, and Values. This has been from work by the EMC, from staff surveys, various versions of vision statements, etc.

Below are SWVMHI's Mission, Vision, and seven core Values along with a brief explanation of each value and an example of what the value could look like in action:

SWVMHI'S MISSION: "We promote mental health in Southwestern Virginia by assisting people in their recovery".

SWVMHI'S VISION: "Southwestern Virginia Mental Health Institute, in collaboration with the Community Services Boards, will always be the region's center of excellence in the treatment of serious mental illness."

Central to the vision is that SWVMHI collaboratively provides a broad spectrum of highly effective behavioral health services that support recovery from mental illness. As a result, the people we serve continue their recovery from mental illness in their chosen communities and in their chosen roles. They leave the most restrictive treatment settings within the shortest possible time. SWVMHI is the region's center of excellence for people who are most challenged by serious behavioral health disorders. The SWVMHI vision helps to provide structure and guidance in moving toward our goals.

SWVMHI CORE VALUES ALONG WITH A BRIEF DESCRIPTION:

As mentioned above there are seven SWVMHI Core Values: Communication, Honesty with Compassion, Trust, Teamwork, Self-Initiative, Leadership, and Honoring Day-to-Day Tasks.

- **Communication:** Communication that is valued is clear, direct, accurate, consistent, concise, timely, inclusive, and relevant. One example of this value is that SWVMHI values hearing about problems for which it does not yet have solutions, as well as possible solutions for problems it does not wish to have (being proactive in

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SWVMHI'S MISSION, VISION, VALUES: Continued from Page 6

communication!). Closing loopholes in communication is extremely important. In the absence of information, information will be made up that is often incorrect or inaccurate. The recognition that knowledge is power is important: When valuable information is only confided to a few, the whole may suffer and result in organizational weakness.

- **Honesty with Compassion:** This value embodies the *Platinum Rule*: Do unto others as they would have you do unto them. This value means honest verbal behavior. Communicate but with compassion, as brutal honesty is not valued. The required ingredients for Honesty with Compassion are candor, caring, and integrity. This value could be seen in action as you go the extra mile to inspire others' confidence in your integrity. Do not have ulterior motives or the appearances of ulterior motives. Another example might be using compliment-feedback-compliment techniques whenever possible. (For example, a supervisor could say to an employee that his or her documentation is great; however, his or her handwriting is difficult to read. The supervisor could mention that the employee documents in a very timely manner). A third example would be this: would you exhibit the same behavior if someone (i.e. mother, boss, spouse, etc.) were standing at your elbow?
- **Trust:** This is one of the most important SWVMHI values. Trust drives fear out of the organization. Trust is slow to build and quick to destroy. Therefore, this value can be seen in action by linking your words to your actions, always, always, *always*. This value says that we do not promise more than we can deliver. We sincerely apologize for mistakes. We accept responsibility for outcomes, positive and negative. What we say *to* a person is the same as what we say *about* that person. We do not separate caring from our candor. We are generous with our benefits of doubt. We do not rush to condemn. Trust is deeply and richly intertwined with the other values. For example, you cannot have Teamwork without trust. You cannot have the desired kind of Communication without Trust.
- **Teamwork:** This value is essential to synergy (or organizational action!). Synergy is essential to maximizing productivity. Teamwork is one of the key components in the organizational vision. This value can be seen in action as a variety of teams working on a variety of problems. Team composition should generally be varied in terms of areas of expertise as well as level within the organization. Within each team, there should be evidence of the value of *Teamwork* such as the composition of the team, the team leadership, and, of course, quality output from the team.
- **Self-Initiative:** This value counterbalances the value of Teamwork. With this value, there is an expectation that staff will do the right things for the right reasons, and that they ask questions and/or offer opinions when in doubt. "Not knowing" is less of an issue than "not asking." Staff are expected to take initiative. This value can be seen by taking self-initiative in consultation with others and respect for others' opinions and work. This requires the combination of trust/trustworthiness, passion, communication, and unselfishness. This value could also be seen in action by employees not abusing

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Sick Leave, Annual Leave, Personal Leave, etc. It's important for staff to recognize the value of their daily contribution, and the high cost of their absence. This value can also be seen in action by staff desiring to be accountable for their actions and welcome frequent, positive, and constructive feedback from supervisors.

- **Leadership:** This value is closely intertwined with Teamwork and Self-initiative. Closely linked to the value of Leadership is the value of being a good follower. As a value, leadership behavior is expected, and, similarly, supporting our leaders is expected. This value can be seen in action not only as a function of position or title but can and should be demonstrated in daily tasks. Every person can be a leader! As an organizational value, all staff should be ready to identify and support individual leaders (this is part of being a good follower). Staff are strongly encouraged to follow existing policies and procedures, using appropriate ways to challenge policies and procedures that may no longer be deemed as effective. Staff are encouraged to identify areas in which established policy and procedure are impediments to achieving our mission, and work collaboratively to make improvements.
- **Honoring Day-to-Day Tasks:** This value captures concepts such as politeness, neighborliness, optimism, good manners, and leading by example. This value is considered to be one of the fundamental “building blocks of excellence” and is a key part of the Mission and Vision. Honoring day-to-day tasks is something that reviewers of SWVMHI have commented positively upon for many years. Virtually every successful organization has a fundamental value similar to Honoring day-to-day tasks. It is a key element to long-term organizational success. This value can be seen in action by staff members who are polite and respectful to those around them. These are staff who treat everyone as valued guests. This value can also be seen in action by seeing patients as not "them," there is only "us." Terminology used in charts should reflect this value as much as the language used in talking to patients. Staff ought to recognize that seemingly small tasks carried out with excellence are the building blocks of overall excellence.

Respectfully submitted by the HPO Mission, Vision, Values Group:

~Jim Moon, Cheryl Veselik, Bonnie Jessee, Mary Beth Counts,
Anthony Gage, and Phil Jones

<p style="text-align: center;">FEBRUARY DATES TO CELEBRATE</p>	<p style="text-align: center;">MARCH DATES TO CELEBRATE</p>
<ul style="list-style-type: none"> • American Heart Month • American History Month • Bake for Family Fun Month • Black History Month • Canned Foods Month • Celebration of Chocolate Month • Library Lovers' Month • National Bird Feeding Month • Valentine's Day: February 14 • U.S. Presidents' Day: February 18 	<ul style="list-style-type: none"> • American Red Cross Month • National Brain Injury Awareness Month • Music in our Schools Month • National Craft Month • National Frozen Food Month • National Nutrition Month • Woman's History Month • Youth Art Month • Easter: March 23

HUMAN RESOURCES INFORMATION

Long-Term Care Coverage:

Effective December 1, 2007, employees covered by the Virginia Sickness and Disability Program (VSDP) received an increase in long-term care coverage from \$75.00 per day to \$96.00 per day. Additionally, effective December 1, 2007, the Virginia Retirement System replaced Aetna as the long-term care plan administrator. This benefit is free to active VSDP employees and offers a conversion privilege upon resignation or retirement. For additional information, visit www.varetire.org.

Sam's Club Membership:

Employees can enroll in Sam's Club for \$30.00 at any time. Please contact a member of Human Resources for details. For information regarding benefits of Sam's Club Membership, visit www.samsclub.com.

Health Insurance:

Employees MUST ensure they have updated their health benefits respective to mid-year qualifying events within 31-days of the event. This requires that the employee complete a form with Human Resources within the 31-calendar day timeframe. SOME examples of qualifying mid-year events are marriage, divorce, birth, adoption, and death of a dependent. Failure to complete necessary paperwork and initiate these changes to health benefits can result in loss of benefits altogether. For additional information, please visit www.dhrm.virginia.gov.

Deferred Compensation:

Employees hired full time as of January 1, 2008, automatically enroll in the Deferred Compensation Retirement Program within 90-days of employment. The employer will deduct \$20.00, pre-tax, from the employee's income each payday and will match 50% of the \$20.00 payroll deduction, or \$10.00 per pay. If new hires wish to contribute more than \$20.00 per check, or begin the benefit before 90 days post hire date, they must contact Human Resources to do so. Additionally, if one does not wish to participate in this valuable benefit, he/she must see Human Resources to opt out of the program. For additional information, visit www.vadcp.com.

~Annasue Cook, PHR, Human Resource Analyst I

COLLEGE SCHOLARSHIPS OFFERED BY VIRGINIA CREDIT UNION

Applications for \$62,500 in college scholarships are now available to students who are members of Virginia Credit Union. The credit union will award twenty-five \$2,500 scholarships in June to members working toward their first undergraduate degree. Students must take at least nine hours per semester.

To be eligible to apply for a 2008-2009 scholarship, a student must have joined Virginia Credit Union before September 29, 2007. Students not eligible this year can join Virginia Credit Union now to be ready to apply for a 2009-2010 scholarship in January, 2009.

Scholarship winners are selected based on four equally weighted criteria:

- Scholastic achievement
- Community service and extracurricular activities
- Hours devoted to work to help with cost of education
- Response to an essay question

The scholarship application deadline is March 31, 2008. Please visit the credit union's web site at vacu.org for more details and a scholarship application.

Virginia Credit Union Member Services
(804) 323-6800 or (800) 285-6609
P.O. Box 90010
Richmond, VA 23225

PERSONNEL CHANGES

NEW EMPLOYEES	
Kristy L. Moore, Psychiatric Aide	12/10/2007
Teresa A. Dempsey, Food Service Technician II	12/10/2007
Carol R. Cook, Housekeeping Worker (Hrly)	12/10/2007
Vicki L. Celozzi, Fiscal Assistant	12/10/2007
Benjie Duvall, Staffing Nurse (Hrly)	12/10/2007
Tina L. Henderson RN	12/10/2007
Tammie J. Minton, RN	12/10/2007
Stephen E. Wiley, Rehabilitation Specialist Supervisor	12/25/2007
Pat B. Martin, RNCA	12/25/2007
Lori B. King, Rehabilitation Specialist	12/25/2007
Edwina D. Lambert, Transcriptionist	01/10/2008
Barbara J. Mullins, RN	01/10/2008
Miranda L. Hughes, Psychiatric Aide	01/25/2008
Amy A. McMillan, Psychiatric Aide	01/25/2008

SEPARATIONS	
Deana J. Kimmell, Psychiatric Aide	12/16/2007
Gregory Pratt, Procurement Officer	12/17/2007
Richard Mears, Psychology Manager	12/25/2007
Clifford Hall, Psychiatrist	12/25/2007
Nancy L. Ford, Food Service Manager I	12/25/2007
Jessica R. Bowman, Housekeeping Worker	12/30/2007
Janet S. Simmerman, RNCA	01/04/2008
August Summer Olinger, RN	01/11/2008
Tammy Lovern, RNCA	01/13/2008
Tina L. Brown, Psychiatric Aide	01/18/2008
Rhonda O. Greene, Trainer & Instructor	01/25/2008
Brenda Blankenbeckler, OSA/Unit Secretary	01/25/2008

PROMOTIONS/ ROLE CHANGES	
Larissa R. Powers, Rehabilitation Specialist to Rehabilitation Specialist Supervisor	12/10/2007
Elizabeth A. Graham, Rehabilitation Specialist (Hrly) to Rehabilitation Specialist (FT)	12/10/2007
Colin P. Barron, Psychology Supervisor to Psychology Manager	12/25/2007
Katie R. Nault, Food Service Technician I (Hrly) to Psychiatric Aide (FT)	01/25/2008

SWVMHI CENSUS				
2007	Admissions	Discharges	Passes	Avg. Daily Census
Nov.	79	70	20	162
Dec.	76	71	16	163

WINTER SAFETY: PREPARING FOR A SNOW STORM

Winterize Your Home

Don't wait until the first snow to think about preparing your house for winter weather. Be energy efficient and keep the cold out by installing storm windows or covering your windows with sturdy plastic. Fill in any cracks around windows and doors with caulk or weather stripping. Insulate pipes and remove hoses from outdoor water faucets. Be sure to have a good snow shovel and keep plenty of rock salt or sand on hand for slippery driveways and walks.



Look around the yard to determine if any trees might pose a hazard to the house if they were to fall. Consider having them removed by a professional tree service.

When a Snow Storm Approaches

A severe snow storm could keep you trapped in your house for several days or longer. If you heat with wood, oil, or bottled gas, check your fuel supply and call for a delivery before the storm hits. Conserve fuel by keeping your house cooler than usual. Temporarily shut off heat to less-used rooms. Let faucets drip a little to avoid freezing. Be sure smoke detectors are working. And keep a fire extinguisher handy.

Assemble Emergency Supplies

Make a trip to the store for supplies before the storm develops. Don't forget essentials, such as prescription medications, extra batteries, first-aid supplies, baby supplies, a week's supply of food (non-perishable), and bottled water. High energy food, such as dried fruit, nuts, and canned goods that do not require heating are best. Plan on a gallon of water per day per person. Don't forget your manual can opener. Gather extra blankets, sleeping bags, and warm clothing (at least one change of clothes for each family member). It's a good idea to make checklist of emergency supplies and keep it stocked in easy-to-carry bags or boxes at all times.

Prepared for a Power Outage

In the event of a power outage, having a safe alternative source of heat is essential. Keep an ample supply of wood for the fireplace or a kerosene space heater with extra heating fuel. Make sure that you have flashlights with extra batteries, or candles and matches. Stay tuned to your local forecast with a portable battery-operated radio. If your furnace goes out, take these precautions. Close off any rooms that aren't needed. Stuff towels in cracks and under doors to prevent heat loss. Cover windows with blankets at night. Stay nourished and hydrated so your body can produce its own heat.

Source: <http://www.safety.com/articles/at-home-preparing-for-a-snow-storm.html>

For information on how to protect your pets for the winter, go to:

<http://www.safety.com/articles/protecting-your-pets-in-the-winter.html>

~Submitted by Rhonda O. Greene, Training and Development Coordinator, and Karen Chavers, Staff Development and Training Director, on behalf of the SWVMHI Safety Committee



CONGRATULATIONS to the Nursing Staff who have been working diligently to complete the lessons offered through the College of Direct Support.

Completers from November 1, 2007 through November 30, 2007

COMPLETED THROUGH DOCTORAL LEVEL 4 (Completed 124 Lessons)

Kathy Anderson	Denise Blevins	Kathy Church	Bobbi Clark
Kenneth Clark	Patricia Daughtery	Karleen Davidson	Helen Gill
Tina Goodman	Judy Grimsley	Dennis Hall	Sandra Hamm
Angela Hayden	Buddy Heath	Jenny Johnson	Shirley Jupino
Marcy Meadows	Cynthia Osborne	Loraine Plummer	Barbara A. Shepherd
Lynn Skidmore	Patricia Smith	Glenna Thompson	Randal Thompson
Teresa Tilson	Dreama Wilkinson		

COMPLETED THROUGH DOCTORAL LEVEL 3 (Completed 119 Lessons)

Debra Buchanan	Pamelia Martin
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COMPLETED THROUGH DOCTORAL LEVEL 2 (Completed 113 Lessons)

Peggy Armstrong

COMPLETED THROUGH DOCTORAL LEVEL 1 (Completed 103 Lessons)

Tommy Harvey	April Wyatt
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COMPLETED THROUGH MASTERS LEVEL 4 (Completed 92 Lessons)

Martha Delp	Amy Martin	Cynthia McCoy	Melissa Pruitt
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Completers from December 1, 2007 through December 31, 2007

COMPLETED THROUGH DOCTORAL LEVEL 4 (Completed 124 Lessons)

Peggy Armstrong	Martha Delp	Garland Farmer	Terri Griffey
Debra Hagy	Tommy Harvey	Robin Heldreth	Katherine Hogston
Pamelia Martin	Drusilla Parks	Martha Parlier	

COMPLETED THROUGH DOCTORAL LEVEL 3 (Completed 119 Lessons)

COMPLETED THROUGH DOCTORAL LEVEL 2 (Completed 113 Lessons)

Linda Aistrop	Irma Osborne	David Woodrum
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COMPLETED THROUGH DOCTORAL LEVEL 1 (Completed 103 Lessons)

Rozanna Blizzard	Cynthia McCoy
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COMPLETED THROUGH MASTERS LEVEL 4 (Completed 92 Lessons)

Jayne Barker	Wanda Harmon
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Cynthia L. McClaskey, Ph.D., Director

The editorial staff thanks all who contributed to this issue and welcomes your suggestions for improvement. We continue to seek volunteers to write articles and for the editorial board.

2008 SWVMHI NEWSLETTER SCHEDULE

Deadline for Submission of Articles	Date of Publication/Distribution
January 22, 2008	February 1, 2008
March 17, 2008	March 31, 2008
May 19, 2008	May 30, 2008
July 21, 2008	August 1, 2008
September 18, 2008	September 30, 2008
November 17, 2008	December 1, 2008

Please submit UNFORMATTED articles to Linda Bonham, Admin. Assistant, Office of the Director.

As has been done in the past, when a large volume of information is submitted, extra newsletters will be issued during the year.