

THE SWVMHI NEWS

Southwestern Virginia Mental Health Institute

Volume XXX No. 4

~Health ~Healing ~Hope

May 30, 2008

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

FROM THE DIRECTOR

Thank You

With the new day comes new strength and new thoughts. ~Eleanor Roosevelt

As I read over this month's edition of The NEWS, I am reminded anew of the creativity, hard work, and dedication which the SWVMHI staff bring to our mission to promote mental health and recovery through our work. Positive surveys are one external indicator of your success, and the ability to complete positive work under pressure is another. You are inspiring!

I am thankful for many things today, including those many individuals who told me they were keeping all the patients and staff in their thoughts and prayers. Today and ongoing, we must keep our focus on the healing and recovery of our organization, and learning from the events of the last few weeks and months. This is not about choosing sides or being right or wrong, but about coming together again, learning from our mistakes, benefiting from feedback, and creating a positive opportunity from an often sad and difficult time.

And as Ann Mathews reminds us in her article beginning on page three (and we will miss Ann!), let us remember to take care of ourselves during times of stress. For me, working in my gardens is very soothing for the soul. As Deepak Chopra observes, "If I find a green meadow splashed with daisies and sit down beside a clear-running brook, I have found medicine. It soothes my hurts as well as when I sat in my mother's lap in infancy, because the Earth really is my mother, and the green meadow is her lap."

Here is another "Hope Quote" to please remember: "Forgiving does not erase the bitter past. A healed memory is not a deleted memory. Instead, forgiving what we cannot forget creates a new way to remember. **We change the memory of our past into a hope for our future.**" ~ Lewis B. Smedes

College of Direct Support Bonus

Congratulations to the 115 Psychiatric Aides and Lead Aides who successfully completed all 15 Modules in the College of Direct Support (CDS) and other requirements to earn a cash bonus! Recall that, in an effort to provide opportunities for development and a career pathway for psychiatric aides (also called Direct Service Associates), the Department of Mental Health Mental Retardation and Substance Abuse Services (DMHMRSAS) advocated and received funding in Fiscal Year 2007 for the College of Direct Support (CDS) Distance Learning Program. In the initial year, the funding provided for free access to the CDS at facilities and at a reduced price to community service boards and private providers in order to support community integration and transformation.

Throughout the years that CDS has been available for learners at SWVMHI, SWVMHI has received public recognition and praise for the number of DSAs who are enrolled in the College of Direct Support and the number of lessons completed. The dedication of staff and supervisors in their devotion to learning and career enhancement cannot be underestimated!

You will soon be receiving a letter regarding your achievement. For those who did not receive the bonus this time, there will be another opportunity to be considered for a bonus in October, 2008, with a payout in December, 2008. As work continues on the implementation of the DSA Career Ladder, it is hoped that additional compensation can be paid.

Thank you and congratulations on your hard work. The knowledge you have gained by completing the CDS courses will benefit the individuals we serve and enable us to fulfill the SWVMHI mission and vision. You are a credit to SWVMHI and to your chosen career. ~Cynthia McClaskey, Ph.D.

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"Beloved, I wish above all things that thou may prosper and be in health, even as thy soul prospers." 3 John 2

POSITIVE SURVEY RESULTS

On April 29 and 30, an auditor from the Agency of Public Accounts conducted a review of Pharmacy/Medication Practices and a (separate) review of Payroll Practices.

Jim Suhrbier, Pharmacy Director, writes of the Pharmacy survey:

We covered several topics including supplier ordering procedures, receipt of inventory procedures, inventory tracking processes, security concerning medications within and outside the pharmacy, how we deal with and maintain accountability of controlled medications, how we identify and handle outdated products, how we use and manage the DocUMed machine, how we process and supply medication orders, how we handle and process routine weekly cart fill, how we evaluate staff's ability to follow proper procedures, our procedures for storage of medications, a very detailed look at how we perform a physical inventory and validate the results, and various other daily tasks and procedures focusing on accountability for medications.

We then visited three units in the facility, an Acute Unit (A/B), the Geriatric Unit (E/F), and the Adolescent Unit (H). At each unit, the surveyor, Mr. Stone, spent some time talking with nursing staff, medication nurses in particular, about how they do what they do. He focused primarily on documentation and accountability. All nurses involved did an outstanding job of providing useful, accurate, and very detailed information about how they do what they do every day. Mr. Stone seemed very pleased with the information provided.

The Payroll audit was also very thorough and very positive.

The Geriatric Unit had an unannounced Medicaid Survey April 22 - 23, 2008.

In my review of the Medicaid Exit Conference, I am heartened, not only by the results -- **No Deficiencies** -- but by the surveyors' observations about the quality of care that is provided on the unit.

The review process included review of nine patient records, to include one closed record; observation of medication administration, which evidenced a zero percent error rate during each of the medication observations; review of the Human Rights and Patient Abuse Prevention policies; review of the Quality Assurance Program; review of staff training, orientation, and credentialing; inspection of the kitchen, physical plant, and environment; review of the Emergency Preparedness Plan; and resident and family interviews.

Medicare Validation Survey Held May 6 - 7, 2008. Mr. D. G. Albright, Medical Facilities Inspector, Virginia Department of Health, Office of Licensure & Certification, Division of Acute Care Services, conducted a Medicare Validation Survey at SWVMHI May 6 - 7, 2008. Mr. Albright reviewed multiple medical records, policies, personnel and credentialing files, contracts for medical equipment, Quality/Risk Management information and data, and completed a brief tour of the facility and interviewed selected staff and Department Heads. There were no findings.

Thank you for continuing to hold to the high standards, practices, and values for which this facility is well known. Please take this opportunity to thank those staff directly involved with the surveys. You are very much appreciated.

~Cynthia McClaskey, Ph.D., Director

THE VIEW FROM YOUR SWVMHI LIBRARIAN

“Give thanks in all things.” I Thessalonians 5:18

Though we don't always acknowledge it, we are always faced with uncertainty. The fact that we have enough things we feel certain about usually helps us to balance out those uncomfortable uncertain feelings. The real unease comes to us when uncertainty takes the upper hand, and I would suggest, as I write this, that many of us are feeling distressed, uncertain, in our work-a-day world.

So what does giving thanks have to do with anything? I learned to rely on the importance of being thankful in all things, from Corrie ten Boom, who made it work for her through the Holocaust: talk about experiencing uncertainty! I don't have the space here to relate how she put thankfulness into action, but you can read about her doing so in The Hiding Place in your SWVMHI library collection. Another positive look at uncertain times is recorded in the writings of another Holocaust victim in The Diary of Anne Frank. I quote, “It's really a wonder that I haven't dropped all my ideals, because they seem so absurd and impossible to carry out. Yet I keep them, because in spite of everything I still believe that people are really good at heart. I simply can't build up my hopes on a foundation consisting of confusion...., if I look up into the heavens, I think that it will all come right,....In the meantime, I must uphold my ideals, for perhaps the time will come when I shall be able to carry them out.” Anne Frank.

Another, positive telling of a current horrendous experience, the Sudanese civil war, and its Lost Boys, is not on our SWVMHI shelves but is worth going out to find at your local library. Dave Eggers in What is the What helps Valentino Achak Deng, one of the Lost Boys, tell his tale. He gives thanks for unbelievable things.

Give thanks for those who have gone before us, who lived in uncertain times, and left records for us to help us cope with the uncertainties that we face. Give thanks for places that collect, organize, and make accessible those records, like libraries, for instance. Use their services.

I'll attempt to leave you with some helpful resource reminders as you deal with your work life here at SWVMHI. Hopefully they will work for you and be something you want to give thanks for and, if that's not the case, maybe you'll give thanks anyway. They're out there for some reason.

Google the acronym “EBSCO” and this (see below) should be the first link in the Google list.

[EBSCOhost - world's foremost premium research database service](#)

Click on the link from its place on the Google page and you should have access to EBSCO Research Databases, courtesy of Eastern State Hospital. This will enable you to search the Psychology & Behavioral Sciences Collection, PsychINFO, and PsycARTICLES databases in one fell swoop. Some citations will be available in full text (not all, but some).

Greg will be here through the summer, and he is always ready, willing, and very able to help you with your search concerns and with obtaining the items that you need.

I have also contacted my library counterpart in Williamsburg, at Eastern State Hospital, and in her words, “I do not have a problem with you referring people to me for their reference needs. I will be happy to help them out.”

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Librarian – Continued from Page 3

Her contact information is:

Sandy Kochersperger [Kochersperger, Sandy (DMHMRSAS)]
Medical/Staff Library
Eastern State Hospital
4601 Ironbound Road
Williamsburg, VA 23188
(757) 253-5457

I give thanks for everyone of you and your use of your SWVMHI library. The following folks are thanked for contributions of materials to the library in the last two months: Robyn Anderson, Lenny Arnold, Denise Blevins, Sheila Buchanan, LeSu Cole, Mary Counts, Denise Deel, Joseph Dibble, Mary Dotson, Laurie Goral, Linda Horne, Cynthia McClaskey, Vickie Melvin-Keen, Jim Moon, Doreen Nally, Steve Patterson, Mike Phillips, Cheryl Rhey, Linda Sturgill, Betty Testerman, Charlene Wilson, and a patient.

If you're wanting to act on these feelings of thankfulness, you might be interested in visiting The Random Acts of Kindness Foundation, <http://www.actsofkindness.org/>. Enjoy.

When you're being thankful, you're exercising your hope and getting help to live with the uncertainties that affect us all at SWVMHI.

I leave you with the words of Barbara Kingsolver,

"What I want is so simple I almost can't say it: elementary kindness. Enough to eat, enough to go around. The possibility that kids might one day grow up to be neither the destroyers nor the destroyed. That's about it. Right now I'm living in that hope, running down its hallway and touching the walls on both sides."

~Barbara Kingsolver, Animal Dreams

Most of all, thank you for being a part of my life these last twelve years at SWVMHI.

~Ann Mathews, Librarian

ANNIVERSARY OF VIRGINIA TECH TRAGEDY

On April 16, 2008, Governor Timothy M. Kaine issued the following statement regarding the anniversary of the Virginia Tech tragedy:

"On April 16, 2007, Virginia Tech University suffered a terrible tragedy. Today, my thoughts and prayers are with the victims and their families and the entire Virginia Tech community. In the year that has passed since the horrible day, we have grieved for those we lost and prayed for the comfort of their loved ones. We have rejoiced in the recovery of those who were injured. We have been inspired by the unfaltering hope and Hokie spirit of Virginia Tech. And we have renewed our commitment to do even more to learn lessons from that day and to make our campuses and communities safer. . ."

On April 16, there was a short reading over the SWVMHI intercom system in memory of the 33 victims of the April 16, 2007, tragedy at Virginia Tech, followed by a brief moment of silence to remember the events of that tragic day.

"The 32 inquiring minds and inspiring lives that will be forever treasured." www.remembrance.vt.edu

COMMENTS AND MISCELLANEOUS

THANKS TO STAFF

Thank you just doesn't seem enough to say to the people in this facility who have been the "best" stepping stones toward my recovery and return to work. Your true concern through prayer, cards, and most of all your love was a huge support. I will miss everyone on the Adolescent Unit but look forward to building great working relationships with the staff on Unit C/D.

God bless you all,
~Darlene Rouse, P.L.A., Unit CD

SMYTH COUNTY HISTORICAL SOCIETY THANKS SWVMHI WORKERS

The Smyth County Historical Society deeply appreciates the help given us in the safe movement to storage of some of the artifacts pertaining to the history of the Institute. Please thank the workers who helped with the heavy lifting and placement.

The Society hopes to find a new home for the treasured artifacts of the county and to be able to once again put them on display as we continue with our education programs for the public.

Again, with many thanks,
~Marshall S. Collins, Corresponding Secretary
Smyth County Historical Society

RIDE SHARE BOARD

At a recent Nursing Recruitment and Retention Committee meeting, an idea from a staff member was proposed regarding the facility starting a "ride share bulletin board" due to the rising cost of gasoline. A first step will be to determine if there is staff interest in car pooling. If so, arrangements can be made for persons who desire to carpool to have a central location for posting their "ride share information."

Any employee who is interested in car pooling and the establishment of a ride share board, please contact Alicia Alvarado or Amanda Phipps at Ext. 360.

SPIRITUAL CARE OF PATIENTS

I would like to take this opportunity to thank everyone for their interest and support for the spiritual care of our patients. The staff has been so courteous and helpful in every way. The C.R.S. staff that assist with the chapel services are great. It is good to be back working with our special patients.

An appreciation dinner was held for the chaplains and assistant chaplains on May 20. The turnout was good, and all were appreciative.

Remember God Loves Us,

~Peggie Roland, Spiritual Care Assistant

NEW ADDITION TO ANIMAL ASSISTED ACTIVITIES AND THERAPY PROGRAM!

The Animal Assisted Activities and Therapy (AAA/T) Program is expanding to include horses! We are happy to announce that "Spaghetti," who belongs to Ashley King, Recreation Therapist, has passed the temperament test and is approved to visit patients at the facility. Some of you may remember Spaghetti when he visited for Family Day last year. Spaghetti will be visiting once a week and will be hanging his hay net in the courtyard outside of Geriatrics. He is a welcome addition to the team of animals, as horses represent another realm of AAA/T. Although patients will not be riding, they will benefit from Spaghetti's presence by being allowed to brush, pet, and care for such a large animal that is so dependent on us humans. We send a big thank you to Ashley, who is willing to take the extra time (not to mention fuel!), to haul him here for the benefit of the patients we serve.



~Lesu Cole, Recreation Therapist

REMEMBER TO THANK OUR VOLUNTEERS

Volunteers serve in many ways at SWVMHI and provide important patient support. Please remember to thank any volunteer you may see, whether here at SWVMHI or in the community.

Did you know that when agencies calculate the monetary value of volunteer time, it comes to \$20 + an hour? That's great, but the value the volunteers provide is much more than that. Consider what our volunteers do on a daily basis—provide Pet Therapy, serve as Volunteer Chaplains and Sunday School Teachers, work in Bonanza, help patients learn to read (SCALE), spend quality time with patients, talking or reading or story telling, providing blankets through the Project Linus Program, and the list goes on... Our volunteers also help provide items for Operation Santa Claus and the annual yard sales. We partner with the Appalachian Center for Community Service at Emory and Henry College. Volunteers make special events like Karaoke in the Spring and Summer Picnics special. Volunteers assist with planning and implementation of off-site events like the annual Mental Health Walk at Emory & Henry College.

Many of these endeavors are unseen and may pass without fanfare for the volunteers, but be assured they are there, so again please be sure to give them a pat on the back and a BIG THANK YOU when you do see them.

"You get more joy out of the giving to others, and should put a good deal of thought into the happiness you are able to give." --Eleanor Roosevelt (1884-1962) American Humanitarian and Former First Lady

~Doug Smith, Volunteer Services Director

2008 GOVERNOR'S AWARDS: ED THOMAS - AMBASSADOR

Recently, during Virginia Public Service Week, I had the honor of being selected as an ambassador to the 2008 Governor's Awards for Excellence in Public Service to the Commonwealth ceremony.

Seven employees were honored for their state service. One employee was honored for community involvement, as she spent much of her off time working in the community helping out in churches and different organizations doing errands, cooking, and anything that may be needed. A second employee was honored for customer service. She worked in an office working on background checks for families that were going to adopt children. There was one particular case in which the paperwork had been lost, and she worked extra hard at seeing the paperwork was completed before the original date for the adoption had past thus not disappointing a child. A third employee was honored for innovation, as she had set up a program for the Department of Education's website on time travel. She stated she had received a lot of satisfaction on this, as it also helped her daughter as she was able to use this program. A fourth employee was honored for leadership--she saw the need for someone to do something about her department's cost for employee health and safety. She took the lead and created a program that resulted in a significant cost reduction to her department's occupational health and safety program. A fifth employee was honored for community safety. She was a State Police Department employee who created a computer program database that tied in the state police, the Department of Homeland Security, and various other law enforcement agencies. A sixth employee was honored for career achievement. He was a Corrections Department employee who had worked his way up through the system over a long and distinguished career. For the seventh award, teamwork, the Virginia Tech Police Department took this hands down, and there seemed to be more stories and more praise for this group of employees.

As an ambassador, I had to stand before the award recipients and express what the stories of them meant to me. My main point, that with 27 years of state service credit and how the state had been good to me, was that I needed to get back home and see what I may get done for the state as these people had. The day ended with some good times in getting to mingle with everyone and great food.

~Ed Thomas, R.N.C.B., C/D Third Shift



Dear Dr. McClaskey and Dr. Jones:

This is a letter of commendation to Dr. Crisp and his staff on the Geriatric Unit. I can do nothing but praise them; in particular Dr. Crisp, Mary Dotson, Leiann Smith, Kathy Fowler and really the “entire staff,” including the nurses and assistants on the unit. They have all been outstanding. It is clear to me that they care about and are always doing what is in the best interest of the patient. There is not a doubt in my mind that they care about their patients and doing their best for the patient.

My sister was placed to your facility. . . [She] has had a lifetime of hardship, of mental health issues, rejection, abandonment, and mistreatment. Yet, she has not let her life cause her to be bitter. She is one of the sweetest, nicest, kindest people you will ever meet. In the last year, she has lost everything dear to her. Her apartment, her church, her friends, her cats, and now, her mind.

I have worked with many mental institutions over the years, and I want to say that your facility is the best I have ever been involved with. [She] has been sick this time physically and mentally. The Geriatric staff has watched out for her, and there is not a doubt in my mind that they care about her well being, and have always made decisions that are best for [her]. They stick with the rules, but at the same time they are flexible, especially working with the family members. Some friends of mine visited and they said they felt that she was taken care of and safe in this facility. They did not feel that way about some other places where they have visited her.

What is impressive is that the staff works as a team. Working together, they have made the best decisions for my sister. They are positive, they coordinate with each other (including the medical staff), they all discuss things and work together to figure out ways to help and make her quality of life the best that is possible. She has been taken care of in a way that no family member could have ever done. I also believe the care she has gotten in your mental health facility is as good as any private care. Your staff has always treated her with dignity, kindness, and respect (even during many times that have been difficult). I know the best has been done for her that can be, and for that I am grateful to you all. It gives me peace knowing she is where she is. I can go to sleep at night knowing she is being taken care of by good, professional people, in a well-administered facility.

In addition (after having lived 30 years in Northern Va.), I currently live in [in a far away location]. When I call, Dr. Crisp, Mary Dotson, Leiann Smith, and sometimes others who may happen to answer the phone on the unit, they always take the time from their busy schedules to talk with me, or they will return my calls. When I call to ask to talk with my sister, they have always responded to me in a courteous way and will go get her for me. When I travel to Va. to visit in person, they meet with me, and they discuss and explain things to me. They keep me informed of what is going on. These, and the things I've stated above, are unprecedented. This type of treatment and service is as good or better than many private businesses I have worked with.

Families often cannot care for their family members with these serious types of mental illness. What would families do without Mental Health Institutions/Facilities, especially good ones such as SWVMHI?

Also, when my sister was first placed in your facility, many people in the surrounding area of Va., and W.Va. had stated to me that this was a good facility with good professional people working there. So, you also have a good reputation in the community.

Thank each of you for the profession you chose—to help others—those who cannot help themselves; and, have no one else to help them. What would happen to the patients without you.

Again, I appreciate your administration of the hospital, especially the Geriatric Unit, and for your good, hard working staff on that unit. They have demonstrated over and over and over that they care and do their best for the patients.

~Sister of Geriatric Patient

QUALITY RELATIONSHIPS

Human beings are social, and work is a social organization. It is widely known that attitudes and morale shape the dynamics and direction of organizations. I would like to share with you my story of the evolution of quality relationships built in the pharmacy and how it has built my allegiance to our mission.

I work in housekeeping. The usual area assigned to me is the Infirmary, ancillary services, and L hallway. This means I have daily interactions with co-workers of varying education, professions, and responsibility. During my time here, I have come to realize that compensation levels (pay bands) do not dictate the way “workgroups” relate to and treat one another. Gale Leonard and Jonathan Johnson, registered Pharmacists here, have shown tremendous support to me, and I feel a great sense of job satisfaction from the fact that we call each other friends.

I don't think I am alone in believing employees at all levels want quality relationships with their co-workers. However, many people are uncomfortable in crossing the invisible but real boundaries that education and pay create. Jonathan and Gale have not honored those longstanding notions. They seem to instinctively know people are in roles that match what they naturally do best and that each of us uses our greatest talents in the job we do.

Everyone wants to feel valued and a part of the team. The kind of camaraderie I share with them allows us to find new ways to overcome everyday challenges as a team. Gale and Jonathan really **make a difference to me.** Knowing that I can count on their support and that I am appreciated by them for the person I am creates a positive attitude in me.

~Peggy Evans

THANK YOU!!!



The OT vocational group would like to thank everyone who participated in the pet food drive to benefit Promised Land Animal Rescue.

With your help, we collected 328 lbs. of dog food and 186 lbs. of cat food. These numbers do not include the generous amounts of canned food, treats, and monetary donations received.

Donations were delivered to Promised Land after the food drive. Susan Graf, owner/founder, expressed great appreciation, thanks, and happiness. Again, thank you so much for your generosity and kindness--this wouldn't have been possible without your help!

~Stacy Brown, MS, OTR/L

"Occupational Therapy provides an overall sense of identity and self-esteem.
Both are needed to live independently and successfully in today's world."

MARGARET ANNE PEERY, CUMBERLAND C.S.B. RETIREMENT EFFECTIVE JUNE 30, 2008

After 25 years at Cumberland Mountain Community Services Board and 20 years as their Discharge Planner, Margaret Anne Peery is retiring effective June 30th.



Margaret Anne has made a difference in the lives of so many of the patients we have served, and we also have greatly enjoyed her friendship over the years.

Margaret Anne will be greatly missed, and we wish her the best!"

KERRI BEASLEY, ADULT LIAISON FOR NEW RIVER VALLEY COMMUNITY SERVICES

We would also like to recognize Kerri Beasley, adult liaison for the New River Valley Community Services Board, for her outstanding contributions and services she has provided as liaison.



Kerri has accepted another position at New River Valley C.S.B. and will be working for Harvey Barker, Director of New River Valley C.S.B. She will also be involved in doing compliance work. We also wish Kerri the best!

Terri Martin has been hired to fill Kerri's position as liaison effective May 12th. Terri has worked for the New River Valley C.S.B. the last three years in ACCESS Services and has also worked at a C.S.B. in Northern Virginia in Case Management. Please help us welcome Terri!"

~Anthony Gage, Community Services Director

CRISIS INTERVENTION TRAINING (CIT)



Recently, the fourth Mount Rogers Crisis Intervention Training (CIT) was completed in Wytheville. Twelve police officers were involved in the training, including two State Police officers. The program was a great success, and the officers learned more about mental health issues in the communities they serve. Part of the training included visits to various mental health programs/support services including the Institute, a Clubhouse, a Crisis Stabilization Unit, as well as to private facilities. During their visit here, officers participated in a tour of the facility and had the opportunity to meet and interact with patients. Several of our patients volunteered to be a part of the discussion regarding interactions with officers in the community as well as their experiences during the TDO process. Treatment team staff were very helpful in assisting with our site visit by referring patients.

The Institute has increasingly been afforded the opportunity to take part in this important program. Several staff members are steering committee members and have been actively involved in the development of the program. Mount Rogers CIT was instrumental in the training of some of our staff as facilitators, presenters, and trainers. Other staff members have actively participated in training presentations including Russ McGrady, Mike Jones, Debbie Boelte, Dr. Gordon, Dr. Brady, Colin Barrom, Karol Shepard, and Anthony Gage covering multiple aspects of mental health issues. A total of 64 police officers have been trained in the Mount Rogers area as well as 43 dispatchers. The next Mount Rogers CIT Training is scheduled for September 29 - October 3. The 2008 National CIT Conference is scheduled for November 3-5 in Atlanta, Georgia, and Mount Roger plans to send some CIT faculty and officers.

Southwestern Virginia Mental Health Institute also has participated in training and site visits with the New River Valley CIT program. CIT continues to grow nationally as well as regionally as a recognized bridge between persons with mental health issues, law enforcement, and mental health professionals. Over the six years of the Institute's involvement, there is noted improvement in patient interactions with law enforcement. We would like to take this opportunity to thank our patients, our fellow staff members, and our supervisors for being a part of, and allowing us to be a part of, this wonderful program.

~Karol Shepard, Admissions Officer, and Anthony Gage, Community Services Director

ADVANCE DIRECTIVES DAY

The first Annual SWVMHI Advance Directives event was held during the week of April 14-17, 2008. On April 15, 2008, over 196 packets of information were distributed to employees on all three shifts. Information was also distributed to more than 25 patients via social work staff on Acute Admissions and Extended Rehab. Services. Information distributed included facts about Advance Directives Day, myths about death and dying, sample questions to discuss with family, and a copy of the Virginia Advance Medical Directive form. On Thursday, April 17, 2008, staff members were available in the library from 9:00 a.m. to 4:00 p.m. to serve as witnesses for advance directives. During this time, seven people completed and activated their advance directives. Thanks to these people for making this decision for your future! Several others stopped by the library and asked questions for further consideration on making this important decision.

I would like to thank the following staff for volunteering their time to serve as witnesses for Advance Directives Day: Alicia Alvarado, Robyn Anderson, Debbie Boelte, Chris Carusi, Mary Beth Counts, Patricia Evans, Anthony Gage, David Mask, and Amanda Phipps. Thanks also to Ann Matthews and Greg Griffey for use of library space and all their help.

For more information on Advance Directives or Five Wishes, please contact Jennifer Cregger, LCSW at extension 819.

CONGRATULATIONS TO OUR EMPLOYEES OF THE QUARTER!

**October, November, and
December 2007**

Cliff Stamper,
Psychiatric Lead Aide, ERS

Cliff has been a valued employee at SWVMHI since 1976 and has been a Psychiatric Lead Aide for the past eight years.

When Cliff was nominated for Employee of the Quarter, the nominator wrote: “Cliff is a very hardworking and dedicated employee. He has over 30 years of valuable experience at this facility. He utilizes his knowledge and therapeutic skills daily in caring for and interacting with the patients. He also serves as the safety inspector for Ward I. He is always doing extra activities to increase his psychiatric knowledge. He was one of the first Aides on ERS to complete all courses of the College of Direct Support, most of which he did on his own time. He attended HPO training and is motivated in making SWVMHI a High Performance Organization. Cliff is an active member of the restraint reduction committee. Cliff’s job performance is always above and beyond!”

Linda Gilley,
Psychiatric Aide, Admissions

Linda has been at SWVMHI since 2001 and works on second shift, Ward CD.

The person who nominated Linda for Employee of the Quarter states: “She is an all around excellent employee and goes beyond what is required of her. She is so helpful to her co-workers and is so very good working with the patients. Co-workers are complimentary of Linda’s teamwork and willingness to help.”



**CLIFF STAMPER
WAS ALSO SELECTED AS THE
EMPLOYEE OF THE YEAR FOR 2007!**

**January, February, and
March 2008**

Jan Barrom,
Rehabilitation Specialist on ERS

Jan has been at SWVMHI since 2001. Jan’s nominator says that Jan “has a wonderful work ethic. As a matter of fact, she works all the time! She has groups and she also works individually with patients. Every time you see Jan she is working and working extremely hard. She is constantly in motion. Also, she offers to help others if she thinks they need help.” Jan also uses her creativity to conceive, design, and deliver services and promote programs that are enjoyable as well as recovery oriented for the people she serves.

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Employees of the Quarter – January, February, and March 2008

Wilma Blevins, Psychiatric Aide, Admissions

Wilma has been at SWVMHI since 2005 and works on CD second shift.

Wilma's nominator says that she is nominating her for making a difference in the lives of our patients. "Wilma consistently delivers quality patient care to our patients in their recovery process. Wilma has the talent of recognizing the positive in others and thus helps and motivates our clients in implementing these skills that aid in their recovery. Wilma truly exemplifies our mission statement and is a strong role model, who is respected by her peers. She performs beyond her assigned duties and assists her co-workers and often volunteers when extra assignments occur."

COLLEGE OF DIRECT SUPPORT UPDATE:

NEWEST COURSE THAT HAS BEEN RELEASED

Working WITH Families and Support Networks Course Description:

Everyone has family and support networks in their lives. These are the people who surround you. These are people with whom you develop relationships. They add quality, meaning and enjoyment that enrich your life. People with disabilities who receive support are not any different. They have families and support networks which are intensely important to the quality of their lives. This course will help you understand the importance of support networks. It will help you develop working partnerships with families and other support networks. You will learn the importance of family and other types of support networks as well as learn what skills are needed to work effectively with both.

Here is a list of lessons found in the Working with Families and Support Networks course.

1. Introduction
2. Understanding Support Networks
3. Family Networks Lesson
4. Creating Partnerships with Support Network Members
5. Problem Solving Within Support Networks

**If you are interested in completing this course,
please contact [Sharon Bullins](#) at extension 854.**

LAWN MOWER SAFETY

The mower is a cutting machine designed to trim grass but has the potential to cut anything that is placed in its path. The cutting edge of the mower blade can travel at speeds of up to 200 miles per hour. Even a dull blade at that speed can slice fingers and toes that get in its way.

Other materials, such as toys, stones, sticks, and equipment parts, can become projectiles when struck by the blade. These items, too, can travel up to 200 miles per hour as they leave the discharge chute. Items thrown from mowers can cause serious injury to other people in the area or to the operator when there is no rear guard. Thrown items also can cause property damage.

In addition to cutting and projectile dangers, mowers also can cause burns. The muffler and cylinder head heat up during operation, and remain hot for some time after the engine has been turned off.

Fuel is another danger. Most mowers are powered by gasoline-driven combustion engines. Gasoline is a very explosive and flammable material that should be treated with respect. One gallon of gasoline combined with the correct amount of air is equivalent to 83 pounds of dynamite. Gasoline is flammable because it vaporizes with air to form a mixture that ignites easily. Vaporization can occur in temperatures as low as zero degrees.

Safe Practices

1. **Prepare lawn for mowing.** Every time before you mow, check your lawn for items such as sticks, rocks, toys, sports equipment, dog bones, wire, and equipment parts. Make sure miscellaneous items are not hidden in tall grass. Also look for and remember immovable objects, such as pipes, or partially buried rocks. Running into a fixed object can shatter the blade and throw jagged chunks of metal out the discharge chute or under the housing.
2. **Handle fuel with care.** Always use care when filling the tank with gasoline. Wipe up spills. Never fill the tank on a mower that has been operating and is hot. Vapors from the gasoline can be ignited by a hot muffler.
3. **Wear appropriate clothes.** Close-fitting clothes are less likely to get caught on controls or moving parts. Long pants and sturdy leather shoes protect you from flying sticks, stones, or other items not caught by the rear guard. Shoes also should provide good traction. A canvas or open-toed shoe cannot protect your foot if it slips into the blade. When mowing for long periods of time or if noise is objectionable, wear hearing protection such as earplugs.
4. **Use safe mowing techniques.**
 - **Make sure other people, especially children, are out of the area.** Young children should be supervised in the house while the yard is being mowed. They cannot understand the dangers, and the operator may not hear or see children approach.
 - **Never point the discharge chute at anyone.** You never know when something will be thrown from the mower. Never run the mower over gravel.
 - **Do not mow wet grass.** Wet grass is slippery and the operator can lose footing, slip under the mower, or allow the mower to roll backwards. Wet grass also clogs the discharge chute and can cause the engine to falter. When this happens, always turn off the engine and wait a few seconds for the blades to stop rotating before correcting it.

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Lawn Mower Safety – Continued from Page 13

- **Use care on inclines.** Some slopes are too steep to mow safely, so use good judgment. Always push walk-behind mowers *across* slopes to avoid coming in contact with the mower (e.g., by sliding down the hill onto the mower, or allowing the mower to roll backwards on top of operator). Drive riding mowers *up and down* slopes.
- **Never leave a running mower unattended.** When you leave the operator's position the mower should be turned off. New models have an operator presence switch that automatically kills the engine when the operator releases the handle.

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5. **Disconnect spark plug to service.** Disconnect the spark plug when you work on the mower. This prevents the engine from accidentally being started. Many people are hurt every year because mowers start unexpectedly when the blade is turned by hand. Keep all parts in working condition. Fluid leaks (gas or oil), blade sharpening, and balancing may require professional service.

Safe Mower Features

Safety features on newer mowers help prevent hazardous situations that can lead to injury. Do not disconnect special features or controls to avoid using them. Look for a shield on the back blade housing behind the rear wheels of the mower. This shield protects the operator's feet from exposure to the blade and thrown objects.

A deadman switch, or operator presence switch, requires the operator to hold the device to keep the mower running. If for some reason the operator releases the switch, the engine is turned off. When placed at the correct location, the switch makes it physically impossible for an operator to hold the switch and reach down to the danger area where the blade is operating. Some switches also have a braking device that stops blade rotation.

Other Solutions

Think of the layout of the yard and ways to make mowing safer. Do you have steep slopes that are dangerous and difficult to mow? Are there lots of trees with low-hanging branches to mow around? Retaining walls can help reduce inclines, and flower beds eliminate the need for mowing in difficult areas. Adding mulch one to three feet around a tree (depending on size) makes trimming easier. Keep trees pruned properly so that you can see while mowing. Filling depressions or low spots in the soil can help you prevent sprains.

Lawnmower Safety - What can you do?

- Pick up objects before mowing.
- Handle fuel with care.
- Wear close-fitting clothes and closed-toe leather shoes.
- Keep children out of the area.
- Never mow wet grass.
- Always shut off engine before unclogging discharge chute.
- Push mower across inclines; drive riding mower up and down inclines.
- Never leave a running mower unattended.
- Disconnect spark plug before working on mower.

~Submitted by Cindy Jones and Angela Routh for the Safety Committee

Everyone Can Fight BAC!®

The Invisible Enemy: Bacteria

Despite the fact that America's food supply is among the safest in the world, the unappetizing fact is that sometimes the food we eat can make us sick. Why? Because under the right conditions, an invisible enemy called "BAC" (bacteria) may be present on foods when purchased or get into food during preparation, cooking, serving or storage. In fact, even though we may not see BAC - or smell him or feel him - this creature and millions more like him may already be on a sponge, a cutting board, or the food itself.

Most cases of food-related illness can be prevented if everyone who handles and prepares food learns how to Fight BAC!® Although BAC is everywhere, he can be stopped with a little know-how and such everyday weapons as soap and hot water, a refrigerator, and a food thermometer.

BAC: The Facts

Scientists have been studying bacteria and other tiny organisms (like viruses) that cause food-related illness for a long time. They have learned these important facts:

- Bacteria are a part of all living things and are found on all raw agricultural products;
- Harmful bacteria can be transferred from food to people, people onto food, or from one food to another;
- Bacteria can grow rapidly at room temperature;
- Growth of harmful bacteria in food can be slowed or stopped by refrigerating or freezing;
- Food-related illness can produce symptoms from mild to very serious. Illness can occur from 30 minutes to two weeks after eating food containing harmful bacteria.

People who are most likely to become sick from food-related illness are infants and young children, senior citizens and people with weakened immune systems.

Fighting BAC!®: Four Simple Steps

To Fight BAC!® food safety experts recommend that everyone think about food safety at each step in the food handling process - from shopping to storing leftovers. What this really means is always following these four simple steps:

CLEAN - Wash hands, utensils and surfaces in hot soapy water before and after food preparation, and especially after preparing meat, poultry, eggs or seafood to protect adequately against bacteria. Using a disinfectant cleaner or a mixture of bleach and water on surfaces and antibacterial soap on hands can provide some added protection.

SEPARATE - Keep raw meat, poultry, eggs and seafood and their juices away from ready-to-eat foods; never place cooked food on a plate that previously held raw meat, poultry, eggs or seafood.

COOK - Cook food to the proper internal temperature (this varies for different cuts and types of meat and poultry) and check for doneness with a food thermometer. Cook eggs until both the yolk and white are firm.

CHILL - Refrigerate or freeze perishables, prepared food and leftovers within two hours and make sure the refrigerator is set at no higher than 40°F and that the freezer unit is set at 0°F.

So, don't risk problems when these simple steps will help you reduce food-related illness.

WE HAVE THE POWER TO FIGHT BAC!®

~Submitted by Cindy Jones, R.N., Infection Control

**** Distracted ****
DRIVING
Awareness

Three Seconds. That's All it Takes

Eighty percent of all crashes and 65 percent of all near-crashes recently studied by the Virginia Tech Transportation Institute involved driver inattention within three seconds of the crash.

Check out these statistics to learn how your behavior behind the wheel puts you at an increased risk for a crash.

Reaching for a moving object	9 times increase in risk
Driving drowsy	5 times increase in risk
Looking at an external object	4 times increase in risk
Reading	3 times increase in risk
Dialing a phone	3 times increase in risk
Applying makeup	3 times increase in risk
Talking on hand-held phone	1 times increase in risk
Eating	1 times increase in risk
Reaching for a non-moving object	1 times increase in risk

(Source: Virginia Tech Transportation Institute Naturalistic Driving Study, Relative Risk Estimates for Crash/Near Crash Inattention Events)

In 2006, 961 people died on the roadways of Virginia. There were 151,692 crashes and 73,348 people injured. Driver inattention was a leading factor in many of these crashes. That's a big price to pay for a little distracted driving. Keep your eyes and mind on the road.

Think about these facts:

- AAA reports that 4,000 to 8,000 crashes are caused every day by distracted driving, and that, overall, approximately 43,000 die annually in car crashes.
- A 2003 study prepared for AAA by the University of North Carolina found the following percent of drivers engaging in the referenced distracted behavior:
 - **100%** **manipulating vehicle controls**
 - **97%** **reaching and/or leaning**
 - **91%** **manipulating music/audio controls**
 - **86%** **external distraction**
 - **77%** **conversing**
 - **71%** **eating or drinking**
- That same study also reported that infants were eight times and children four times more likely than adults to be distractions to the driver. Finally, including conversing, drivers spent 31% of their time behind the wheel distracted. This fell to 16% if conversing was not included.
- A Nationwide Mutual Insurance Survey concluded that more than 80% of drivers admit to blatantly hazardous behavior, including changing clothes, steering with a foot, painting nails, and shaving.
- In a survey of more than 2,000 adults, Harris Interactive found that 73% of those respondents admitted that they talk on their cell phone while driving.
- In a 2006 young driver survey conducted by the Children's Hospital of Philadelphia and State Farm Insurance, 94% of teens polled reported seeing the passengers of their teen peer drivers distracting that driver. In that same survey, 89% reported it was common to see teens driving while talking on a cell phone.

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Driving Awareness – Continued from Page 16

- According to the National Safety Council, conversing on either a hand-held or a hands-free cell phone lead to significant decreases in driver performance.
- A University of Utah study found that people are as impaired when they drive and talk on a cell phone as they are when they drive intoxicated at the legal blood-alcohol limit of .08 percent.
- The Insurance Institute for Highway Safety found that a driver who uses a mobile phone (up to 10 minutes prior to a crash) has a four times higher likelihood of a crash resulting in injury. They determined that using a hands-free phone was no safer.
- NHTSA policy on cell phone use: “The primary responsibility of the driver is to operate a motor vehicle safely. The task of driving requires full attention and focus. Cell phone use can distract drivers from this task, risking harm to themselves and others. Therefore, the safest course of action is to refrain from using a cell phone while driving.”

TOP 10 TIPS TO MINIMIZE YOUR DISTRACTED DRIVING

1. **CHANGE YOUR WAYS** and recognize the activities that distract you; such as eating, conversing on the phone, or changing a CD. Once you recognize these distractions, you can work to eliminate them.
2. **MAKE A PLAN.** Know your route in advance, and make sure that you have a good understanding of your directions. Check weather and road conditions. If you are transporting children, make sure that they are all properly buckled up and that you have items to keep them occupied, such as books on tape or soft toys.
3. **MANAGE YOUR TIME** so that you do not have to multi-task or drive aggressively on the road.
4. **DON'T LET YOUR DRIVE TIME BECOME YOUR DOWN TIME.** Understand that driving is not your “down time” or a time to catch up on phone calls, personal grooming, or dining.
5. **SCAN** the roadway to make sure that you are aware of others on the road at all times. Be prepared for the unpredictability of others.
6. **CONCENTRATE** on your driving. Make sure that you are not upset or tired when getting on the road. This is not the time to have a serious or emotional conversation with your passengers.
7. **PULL OVER** if you need to do something that will take your eyes and/or mind off of the road. Make sure that you find a safe place to pull over first.
8. **REDUCE THE USE!** Use technology sensibly.
9. **TAKE A REFRESHER CLASS!** Everyone can pick up bad habits through the years. A driver improvement class can raise your awareness and help you assess your driving behaviors.
10. **BUCKLE UP, EVERY TRIP, EVERY TIME.** Making sure that everyone is properly buckled up is the best defense against distracted drivers.

To learn more about distracted driving, visit www.drivesmartva.org or call us at 804-340-2870.

Safety Partners: AAA Mid-Atlantic, AIG Agency Auto, Allstate, DMV: The Virginia Highway Safety Office, DRIVE SMART Virginia, Erie Insurance Group, Farmers Insurance Group, Federal Highway Administration, GEICO, Liberty Mutual Insurance, Nationwide Insurance, Progressive Insurance Group, Rockingham Group, State Farm Insurance, USAA Educational Foundation, Virginia Automobile Dealers Association, Virginia Farm Bureau, The Virginia State Police

~Submitted by Robert Stump, Transportation

NURSES’ WEEK CELEBRATION:

May 6, 2008

Dear Nurses and Nurse Executives:

On behalf of the Department of Mental Health, Mental Retardation and Substance Abuse Services, I would like to take this opportunity to wish each and every nurse that works for the Department a Happy Nurses’ Week. Thank you for the commitment each of you gives to the individuals we serve and to the Commonwealth of Virginia 24-hours a day, 365 days a year.

The American Nurses Association defines nursing as “the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human responses, and advocacy in the care of individuals, families, communities, and populations.” The breath and depth of these goals is overwhelming and the unique traits required in order to care for the residents and clients served by our Department separate you all from the fold.

Please accept my best wishes for an enjoyable week and thank you for all that you do.

Sincerely,



James S. Reinhard, M.D.
Commissioner

THANKS to all for your help and participation in our 2008 Health Fair and Medical Screenings--131 employees participated. Many positive comments were made by our visitors regarding the friendliness, kindness, and patience of our employees. Again, many many thanks!

Door Prizes for Health Fair

- | | |
|----------------------------------|--|
| Joyce Rouse | CommonHealth Ear Warmer |
| Angel Smith | CommonHealth Tri-fold Tool Set |
| Edwina Lambert | CommonHealth Calculator |
| Sandra Cannon | Pocket Tool Key Fob |
| Candy Lampkins | <u>Heart Healthy Cook Book</u> |
| Jack Stamper | <u>Heart Healthy Cook Book</u> |
| Jennie McAllister | <u>Heart Healthy Cook Book</u> |
| Sarah Parris | <u>Heart Healthy Cook Book</u> |
| Jeanette Heath | <u>It’s a Disaster Book</u> -from Southwest Virginia Medical Reserve Corps |
| Debra Buchanan and Amanda Phipps | 3 hour Spa Treatment from Stargate Spa and Longevity Center |

~Cindy Jones R.N. CIC, Infection Control, Employee Health Coordinator

FIFTH ANNUAL SW VA MENTAL HEALTH AWARENESS DAYS HELD APRIL 7, 11, AND 12, 2008

The Fifth Annual Southwest Virginia Mental Health Awareness Days were held April 7, 11, and 12, 2008, at Emory & Henry College. The theme for this year's events was "What a Difference a Friend Makes." On Monday, April 7, Dr. Aradhana "Bela" Sood served as keynote speaker at a Lyceum event at the Memorial Chapel at Emory & Henry College. Dr. Sood's topic was "In the Wake of Virginia Tech: Mental Health System Needs in Virginia." On Friday, April 11, following a Mental Health Awareness Dinner, Dr. Penny Frese spoke on the topic: "Water From the Rock: Coping with Mental Illness in the Family Setting." On Saturday, April 12, Dr. Fred Frese delivered the keynote address on the topic "Recovery: Myths, Mountains, and Miracles" just prior to the Mental Health Walk. Saturday's events were from 9:00 a.m. - 2:30 p.m., and several SWVMHI staff and patients participated, along with hundreds of students, consumers, and community members.

Thanks to all who participated.

JUNE DATES TO CELEBRATE	JULY DATES TO CELEBRATE
<ul style="list-style-type: none"> • Adopt-a-shelter cat Month • Caregivers' Month • Effective Communications Month • Dairy Month • Perennial Gardening Month • National Aphasia Awareness Month • National Fresh Fruits and Vegetables Month • National Rivers Month • National Rose Month • Fathers' Day (June 15) • Summer Begins (June 20) 	<ul style="list-style-type: none"> • Independence Day (July 4) • National Therapeutic Recreation Week (July 6-12) • Cell Phone Courtesy Month • Family Reunion Month • Fireworks Safety Month • National Culinary Arts Month • National Grilling Month • National Hot Dog Month • National Peace Month • National Picnic Month • National Recreation and Parks Month

HIGH PERFORMACNE ORGANIZATION (HPO) RECOGNITION EVENT PRIZE WINNERS		
CD Cases	First Aid Kits	
Patricia Moore Terri Young Iva Witten Karen Graham Cindy Ferguson Linda Lester Paul Shepherd	Travis Testerman Amanda Phipps Bridgett Ford Diane Fannin Doreen Nally Missy Tuell	Juanita Rutherford Larissa Powers Virginia Parsons Danielle Barker Bonnie Spangler Mick Whitt
An HPO booth was included during the May 22, 2008, Employee Recognition Event, and informational items were distributed, and there were drawings for prizes.		

PERSONNEL CHANGES

NEW EMPLOYEES	
Jerry O'Dell, Security Officer Senior (P14 Hrly)	03/28/2008
B. Jewell Cardwell, Training Coordinator (P14 Hrly)	04/02/2008
Debbie Pringle, Training Coordinator	04/07/2008
Stephanie McGuire, Psychiatric Aide	04/10/2008
Julia Atkins-Testerman, Psychiatric Aide	04/10/2008
Merle Obregon, Training Coordinator	04/10/2008
Robert Campbell, Psychiatric Aide	05/10/2008
Lindsay Phillips, Psychiatric Aide	05/10/2008
Susan Neal, Staffing Nurse Coordinator (P14 Hrly)	05/12/2008
Misty Hasty, Licensed Practical Nurse (P14 Hrly)	05/12/2008
Bethany Weddle, Food Service Technician I (P14 Hrly)	05/13/2008
Kellie Hewitt, Clinical Social Worker	05/25/2008
Deborah Burchett, Psychiatric Aide (P14 Hrly)	05/27/2008
Jessica Doane, Registered Nurse (P14 Hrly)	06/10/2008
LeAnn Barbrow, RN Clinician A (P14 Hrly)	06/10/2008

SEPARATIONS	
Starlena Boyer, OSA/Ward Clerk	03/24/2008
Dwayne Perkins, Food Service Technician I	03/24/2008
Jennifer Esch, Housekeeping Worker	04/09/2008
Benita Johnson, Clinical Social Worker	04/18/2008
Bobby Coe, Plumber Steamfitter Supervisor	04/24/2008
Lynn Griffiths, Recreation Therapy Supervisor	04/24/2008
Wilma Ward, Food Service Technician I	04/24/2008
Heather Dutton, Rehabilitation Specialist	04/24/2008
Aleasia Tibbs, Psychiatric Aide	04/29/2008
Jennifer Mullins, Psychiatric Aide	05/12/2008
George Martin, Medical Director	05/16/2008
Joseph Stovall, Psychiatric Aide	05/22/2008
William Farmer, Rehabilitation Specialist	05/24/2008
Ann Mathews, Librarian	05/24/2008
Peggy Williams, RN Clinician A	05/24/2008
Guido Spangher, Psychiatrist	05/28/2008
Elizabeth Graham, Rehabilitation Specialist	05/30/2008

PROMOTIONS/ROLE CHANGES	
Krista Jones, OSA/Ward Clerk full-time from OSA/Admissions Clerk (P14 Hrly)	04/10/2008
Kimberly Berry, Registered Nurse to RN Clinician A	04/25/2008
Shaun May, Plumber Steamfitter to Plumber Steamfitter Supervisor	04/25/2008
Daryll Thacker, Security Officer Senior (P14 Hrly) to Security Officer Senior (Full-time)	04/25/2008
Bridgett Ford, Psychiatric Aide to Registered Nurse	05/10/2008
David Ford, Psychiatric Aide to Registered Nurse	05/10/2008
Amber McKinnon, Food Service Technician I (P14 Hrly) to Psychiatric Aide (Full time)	05/10/2008
Alicia Hunt, Food Service Technician I (P14 Hrly) to Food Service Technician I (Full-time)	05/10/2008

SWVMHI CENSUS				
2008	Admissions	Discharges	Passes	Avg. Daily Census
March	129	139	19	157
April	127	121	20	156

Southwestern Virginia Mental Institute

340 Bagley Circle

Marion, VA 24354

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.

REMAINING 2008 SWVMHI NEWSLETTER SCHEDULE

Deadline for Submission of Articles	Date of Publication/Distribution
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.

