



In this Issue

Chaplain's Corner	2
Human Resource Corner	3
Rehab Dept News	5
Important One-Mind Update	6
Nursing Update	6
Welcome Aboard	9
National Activity Professionals	12

From the Director

FOCUS ON A SAFER WORK ENVIRONMENT

SWVMHI has been focusing on safety issues that were raised as a result of the employee survey last fall. Because many of the issues are related to patient care, Alicia Alvarado, Chief Nurse Executive, has taken the lead with nursing staff to gather additional information. A shorter survey was distributed during Nursing Forums on 12/17 & 18, 2015, and employee injury prevention was discussed. Employees were asked to describe three specific things they thought a workgroup could prioritize for planning interventions to decrease employee injuries. Results are being aggregated, reviewed, and prioritized in order to establish three workgroups with representation on all units and shifts. The workgroups will begin by the end of January, with the goal for completion by April. **These are difficult, complicated issues and it is good to have much input as possible into ways that we can improve.**

In addition, the Safety Committee was tasked to publish their minutes on the Intranet. Expect this to begin with the January meeting minutes, which will be completed soon. The Safety Committee, has also been asked to describe various safety initiatives that are in progress or recently completed.

Safety Officer Don Chisler recently prepared a summary for review by Mr. Curtis Lacy, a Loss Control Consultant tasked by DBHDS to conduct a "Snapshot Safety Survey" of our facility. Mr. Chisler reports that staff who brainstormed and prepared this listing were surprised at the number of initiatives accomplished, and he plans on sharing details of two or three of these each month in coming newsletters.

PANIC ALARMS

Ward A/B staff recently reported that they were having problems determining which panic alarm was sounding, which slowed their response to an emergency. It was determined that alarms had been added over the years and were confusing and not clearly labeled. In response to this, audio-visual alarms with signage were installed and tested on the Ward. **As a result of the positive test results, audio-visual alarms have been ordered for all Wards and will be installed incoming weeks.**

SWITCH TO CLEANING WITH MICROFIBER EQUIPMENT

Another type of employee injury, often our second most common type is labeled "slips, trips, and falls." Using conven-

tional cotton loop mops for wet mopping has long been the standard for floor cleaning. Our Environmental Services Department recently made a switch for safety: to microfiber mop to clean floors in patient care areas. Benefits of microfiber are: Enhanced cleaning power and reduction in cross-contamination. Microfiber is better able to reach pores and crevices in the flooring and more effective in removing bacteria from smooth surfaces. Another key benefit is that less water and chemicals are used: 10 – 20 times less liquid than standard cotton mops. **This reduces the time required for the floor to dry and reduces the potential for slips/falls. Last but not least, lighter microfiber mops are better for Environmental Services staff ergonomically and easier to use.**

In coming months we will review additional safety initiatives and **we welcome any ideas you may have for maintaining and improving our work environment.**

~ *Cynthia McClaskey, Ph.D.*

Hidden

There is a snowman on every page in this edition, just like the one pictured here. Can you find all 14 of them?



Chaplain's Corner



flourish only when you believe that what you do can make a difference, that your actions can bring a future different from the present. To have hope, then, is to acquire a belief in your ability to have some control over your circumstances. You are no longer entirely at the mercy of forces outside yourself." (Anatomy of Hope, p. 26)

British Church historian William Bright (1824-1901) offered the following prayerful petition for facing the challenges of the future:

"...enlighten our minds and strengthen our wills, that we may know what we ought to do, and be enabled to do it..."

The new year is a time of fresh starts and new beginnings; a time of moving ahead. People often make resolutions for improving their lives or completing tasks long forgotten or ignored. The value of a new beginning is that it helps engender a sense of hope and that is healthy for all of us.

In the book "Anatomy of Hope" by Jerome Groopman, M.D., the author states that, "Hope can only arrive when you recognize that there are real options and that you have genuine choices. Hope can

One of the great resources we have that can help engender hope is the practice of prayer and meditation. I have always admired the reflective observations of people who have found solace and strength in these time honored spiritual disciplines. In the coming months we will take a look at the rich history of this inner dialogue and it's significant positive effect on our mental health. Resolution with inner determination can help us reach many goals we have set for ourselves, and relieve many of the stresses that hinder our sense of tranquility.

Not a bad way to make good on promises we have made to ourselves, and to focus our positive attention on the challenges ahead of us. May this year be marked by mindful intention, determined resolve, and positive results that enhances our sense of hope.

~ Timothy Graham, D. Min.
Chaplain



Caroling, Caroling, Through the Wards



On December 17, 2015, the SWVMHI Carolers serenaded each ward with various renditions of Christmas favorites. What the carolers lacked in ability, they made up for with enthusiasm and Christmas spirit.



This year's Christmas Carolers included Becky Barker (Lab), Jan Barrom (ERS), Lisa Berry (Medical Services), Chris Carusi (Admissions), CJ Copenhaver (Admissions), Vicki Copenhaver (Nursing), Amanda Currin (Administration), Denise Downey (Radiology), Debbie Haga (Utilization Review), Patty Hall (HIM), Kimberlee Hubbard (Human Resources), Max McClure (Radiology), Lee Osborne, (Human Resources), Rebecca Parks (Physical Therapy), Sarah Parris (Clinical Services), Michelle Sexton (HIM), Renee VanDyke (Human Resources), April Varney (HIM), Leslie Warden (Nursing),

Michelle West (Fiscal), and Kayla Winebarger (Physical Therapy). Gary Lyons, former Clinical Social Worker at SWVMHI, accompanied the carolers on piano.

Planning ahead for next year, the SWVMHI Carolers are seeking a piano player to accompany them as they tour the facility. If you can play the piano and would be willing to play for this bunch of fun-loving singers, please contact Jan Barrom at extension 192.

~ Amanda Currin
Assistant Director



Human Resource Corner

Hybrid Retirement Plan Members: Why You Should Take Advantage of Voluntary Contributions



retired, she had close to \$249,000 in the defined contribution component of her account. *

Mario started work at the same time as Kendra and worked down the hall from her. He liked eating out several times a week and couldn't do without his double-shot espresso every morning. Mario didn't think he could afford a voluntary contribution. Ever.

Wasn't he saving enough through the mandatory contributions? At retirement, with only mandatory contributions, Mario had an account balance of about \$58,000. *

**For illustrative purposes only, assumes a 6 percent effective annual return after 30 years.*

Plan (up to 4 percent per month), your employer matches a portion of that contribution (up to 2.5 percent).

- You reduce your taxes. Your funds are tax-deferred until you withdraw them.
- You invest your contributions and your employer's contributions to potentially earn more money.
- You can increase the percentage of your voluntary contribution amount to be effective at the beginning of each quarter.

Start today! Visit the Account Log-in page or call Investor Services at 1-877-327-5261 and select option 1 to start or increase your voluntary contributions.

Questions about your retirement should be directed to a member of the Human Resources Department.

~ **Lee Osborne, PHR, SHRM-CP**
Human Resource Analyst

Who would you rather be?

Kendra joined the Hybrid Retirement Plan when she was 24 and worked for 30 years. She started making voluntary contributions of 2.5 percent right away to receive an employer match of 1.75 percent. Kendra stuck to a budget and increased the percentage over the years until she was contributing the maximum of 4 percent, receiving a maximum employer match of 2.5 percent. By the time she

Small Changes Now Can Pay Off Later

Voluntary contributions are a key component of retirement savings for hybrid members:

- You receive a match from your employer. If you invest in the defined contribution component of your Hybrid Retirement



Thank you to the individuals on Ward C/D who went above and beyond their duties during my stay. They are knowledgeable, caring people, and a FANTASTIC SUPPORT TEAM for my RECOVERY. Thank you!

~ from an individual we formerly served

National Blood Donor Month



January is National Blood Donor Month.

You don't need a special reason to give blood, though. You just

need your own reason.

Some people give blood because we were asked to by a friend.

Some know that a family member or a friend might need blood some day.

Some believe it is the right thing to do.

Whatever your reason, the need is constant and your donation is important for maintaining a healthy and reliable blood supply. You'll feel good

knowing you've helped change a life!

Donating blood is a safe process. A sterile needle is used only once for each donor and then discarded.

Every donor is given a mini-physical, checking the donor's temperature, blood pressure, pulse, and hemoglobin to ensure it is safe for the donor to give blood.

The actual blood donation typically takes less than 10-12 minutes. The entire process, from the time you arrive to the time you leave takes about an hour and fifteen minutes.

To find a donation location near you, visit the American Red Cross website at www.redcrossblood.org.

Did you know??

- Every two seconds, someone in the U.S. needs blood.
- The blood type most often requested by hospitals is Type O.
- Type O negative blood can be transfused to patients of all blood types. It is always in great demand and often in short supply.
- Type AB positive plasma can be transfused to patients of all other blood types. AB plasma is also usually in short supply.
- The blood used in an emergency is already on the shelves before the event occurs.
- Although an estimated 38 percent of the U.S. population is eligible to donate, less than 10 percent actually do each year.
- All donated blood is tested for HIV, hepatitis B and C, syphilis, and other infectious diseases before it can be released to hospitals.
- One donation can help save three lives.

National Soup Month

January is National Soup Month. What could be better than to come home after a long day to a hot bowl of soup that is ready when you walk in the door? How about some Slow Cooker Chicken Taco Soup?

Ingredients

3-4 chicken breasts
1 jar Black Bean and Corn Salsa
4 cups chicken broth
2 cans diced tomatoes
2 cans black beans, rinsed and drained
2 packages of frozen corn
Taco seasoning



Optional, for garnish:

Cheddar cheese
Cilantro
Tortilla chips

Instructions

1. Add chicken breasts to slow cooker.

2. Pour in entire jar of salsa.
3. Add in diced tomatoes, black beans, and corn.
4. Add taco seasoning (about 3 tablespoons but you can add as little or as much as you'd like)
5. Cook on low for 6-8 hours.
6. Shred chicken with a fork.
7. Garnish with desired garnishments and serve.

Read more at <http://myrealfoodfamily.com/slow-cooker-chicken-taco-soup/#SLYC9FR2izytByBq.99>

Kronos Workforce Questions and Answers

With the new year, comes a new leave year as well. For Virginia state employees, the leave year runs from January 10 of one year to January 9 of the next year. For those of you on the "old" leave system (where you accrue both annual and sick time), you probably won't see much difference in Kronos Workforce (unless you are going to lose annual leave time, in which case you'll see your balances drop).

For those of you on the new leave system (VSDP), you will see some changes. Any sick or family/personal leave you had remaining on January 9 is removed and your new annual allotment is loaded on January 10. If you are on short term disability on January 10, however, you won't see these balances until you return from leave).

Everyone will also notice that FMLA and

Community Service/School Assistance Leave is reset. You still must have a qualifying event to use either, and you must go through Human Resources, even if you have previously been approved for both. If you have questions, you should call a member of the Human Resources Department.

For staff members in the Nursing Department, you will see some changes coming to scheduling, which will soon be maintained in Kronos Workforce. As we get closer to the implementation, you will be hearing a lot more about this, but if you have any questions in the interim, you are encouraged to speak with your Unit Nurse Coordinator or the Scheduling Nurse Coordinator. It is hoped that this new system will make it easier for everyone. You'll even be able to see your day-to-day schedules right on your timecard.

As a reminder to all employees, it is your responsibility to know what your leave balances are. You are encouraged to check your timecard and your leave balances often. Just remember to make sure your cursor (the orange line) is on today's date in order to see your leave balances as of today!

If you have any questions after reviewing your timecard, you should first call your timekeeper or your supervisor for assistance.

Happy New Year
Happy New Year

~ Kronos Implementation Team

"New Year ceremonies are designed to get rid of the past and to welcome the future. January is named after the Etruscan word janua which means door."

- New Year's Customs

Rehab Department News



The holiday season has come and gone. Santa has dropped down all of our chimneys, presents have been unwrapped, and the New Year has been wel-

comed in with massive amounts of confetti and sparkle. The Rehab Department has been full of holiday cheer since the very start of December, and we have been spreading our seasonal joy throughout the facility by way of groups, one-to-one visits, and special activities.

On December 3, 2015, from 1330 to 1600 in the gym, the department hosted our annual Christmas Market. With crafts made by many of our groups, including

Woodcrafts, Community Integration, and Ceramics, the sale was buzzing with excitement over the unique items available. Plants cared for by those in Horticulture and baked goods donated by SWVMHI staff were also present in the array of items. All of this combined to form a wonderful afternoon of fundraising to support Patient activities! The entire Rehab Department would like to thank all of those who worked to make this year's market a success!

A week before Christmas Eve, on Thursday, December 17, the auditorium gym was aglow with the giddy and bright faces of the individuals we serve, who shopped throughout the day at Operation Santa Claus (OSC). Beginning in the morning

and lasting throughout the afternoon, individuals came down to choose from goodies, ranging from clothing and toiletries to electronics and accessories. Because of individual donations and those made by organizations, we were able to present our individuals with a wide variety of selections to make their OSC experience a wonderful time of their year. OSC has remained one of the most treasured events of the year and brought about the spirit of Christmas and the joy of giving to the entire facility.

December's RCERC meeting took place at Hungry Mother State Park on Wednesday, December 16, with three individuals participating.

~ Emily Lockhart
Wellness Rehab Coordinator





Important OneMind Update

Go Live is May 10, 2016!

We are on track for a go-live with OneMind in May 2016! I know we've been prepared to go-live many times in the past (looks like up to 6 times based on my file of previous "go-live announcements!) but this time **IT IS REALLY GOING TO HAPPEN.**

Training on OneMind will begin March 14 – your manager will schedule you for training and you will have plenty of notice for it.

You Must Complete the Access Form

Prior to training, every OneMind user must have access granted to use OneMind. And, of course, there is a form to be completed for OneMind access. The granting of access is a bit convoluted and time consuming so this process must be started **now.**

An email was sent in January with the Access form attached. The Access form can also be found on CODIE under applications and then under the OneMind tab.

If you go there, you'll also see the OneMind process manuals, OneMind tip sheets, etc. – lots of things you'll be using once we start training and after we go live.

You need to complete the Access form, copy and save it, and then send to Amanda Currin as an attachment.

The form has instructions for how to complete it. But here are some more detailed instructions that might be helpful to you for some of the sections.

Requestor: List your full name

Approver: Leave that field blank.

Form Type: The form type is **new** even if you had a OneMind password in the past

DBHDS Facility Abbreviation: There is a drop down box – be **SURE** to select SWVMHI rather than accidentally selecting Southern Virginia (SVMHI)!

Alias: If you don't know your alias, you can easily find it: 1) Go to the screen as if you were going to send an e-mail. 2) type your name in the "to" box, 3) right click on your name, 4) left click on "outlook properties" and something resembling a note card with tabs will appear, 5) the page that appears (the general tab) has your alias. If you are interested and/or curious, you can open the other tabs. The Organization tab lists your manager and any direct reports you have. The Phone

tab has your phone number. The Member Of tab lists all of the distribution groups of which you are a member.

Phone #: Enter your work phone extension number

Entitlement Passwords: If you forget the password you are assigned for OneMind, you'll have to get it reset. At that time you will be asked to provide the answers you entered in this section so please remember what you submitted!

Professional Credential: Enter only a professional credential, not a working title, i.e., a Unit Nurse Coordinator would enter RN, not UNC; a nurse whose working title is RNCA would enter RN, etc.

The rest of the information should be self-explanatory. If it isn't, please call or e-mail Amanda with your question(s).

Please send your completed form no later than January 14. Might as well go ahead and complete it now

~ Amanda Currin,
Accountable Executive

SWVMHI Nursing Update

Beginning January 1, 2016, Nursing is changing the following titles:

- Psychiatric Aide to Psychiatric Care Technician (PCT)
- Lead Psychiatric Aide to Lead Psych Care Technician (LPCT)
- Staffing Nurse Coordinator to Shift Nurse Coordinator (still SNC!)
- Assistant Nurse Executive will be replaced with a Nurse Informatics Specialist with different duties

Rationales:
Psychiatric Care Technician better repre-

sents the additional training beyond High School that these essential nursing staff members have.

Besides having to have a CNA and at least level I on the Direct Service Professional studies, PCT/LPCT employees are grounded in specialized mental health concepts including Motivational Interviewing, RAFT, TOVA, mental health recovery concepts, and Hand in Hand training. We are hoping that next year most PCTs will become certified in Mental Health First Aid.

SNCs: The three fulltime SNCs do much more than staffing duties. Changing their title from Staffing to Shift Nursing Coordinator represents their complimentary role across the facility on all units for a given shift with the Unit Nurse Coordinators who have 24 hour a day/7 day a week responsibility for their identified units.

Also, as we advance into 2016 with implementing Kronos Workforce Scheduler, we expect to redesign several non-RN positions into staffing

~ Continued on page 11

Special Gym/Game Room Activities



Consumer Empowerment
Recovery Council
(CERC)
NO MEETING



Movie Nights
January 4, 5, 11, 12, 19,
and 20, 2016
1830 - 2000



Patient Activity Council
(PAC)
NO MEETING

Birthday Party
January 26, 2016
1830- 2000
No Café



Church Services
held each Thursday from 1830 -
1930. New Day
Café open prior to
Church Services

New Year Celebration



Please note that game room activities, in addition to those listed here, are held every weeknight, except as otherwise noted, from 1830 - 2000. New Day Café hours are from 1800 - 1830 unless otherwise noted as well.



Have a blessed Christmas and Happy New Year. To the staff on E/F Ward and Dr. McKinell and all who had a part in my recovery. I am doing well. I got married on November 11 and doing good.

~ From an individual we formerly served

January Days to Celebrate

“Off the cuff” January holidays to celebrate:

January 1

Mummer’s Parade

January 3

J.R.R. Tolkien Day

January 9

National Static Electricity Day

January 16

Appreciate a Dragon Day



January 20

Penguin Awareness Day

January 21

Squirrel Appreciation Day

January 24

Visit Your Local Quilt Shop Day

January 25

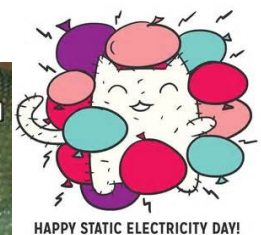
Bubble Wrap Appreciation Day

January 28

National Kazoo Day

January 29

National Puzzle Day



Appreciate a Dragon Day



Staff Development

Take advantage of Training Opportunities in January



When: Jan 14, 1515 to 1615
Where: Dogwood Classroom
What: Dealing with the Elephant in the Room

When: Jan 28, 1530 to 1700
Where: Dogwood Classroom
What: ID/Anxiety

The dLCV CAI is due during the month of January.

Questions should be directed to any member of the Training Department.

New Year Traditions

There are many New Year customs that we take for granted that date back to ancient times. This year, let's ring out the old and ring in the new with a New Year tradition or two:

- In China, firecrackers routed the forces of darkness.
- Italians let their church bells peal, the Swiss beat drums, and the North Americans sound sirens and party horns to bid the old year farewell.
- In the southern US, black-eyed peas and pork foretell good fortune.
- The tradition of eating 12 grapes at midnight comes from Spain.
- In India and Pakistan, rice promise prosperity.
- Wassail, the Gaelic term for "good health" is served in some parts of England.
- In Scotland, coal, shortbread, and silverware are exchanged for good luck.
- The practice of making New Year's resolutions, said to

have begun with the Babylonians as early as 2600 B.C., is another way to reflect on the past and pan ahead.

There are also some age-old sayings and proverbs shared on New Year's Day:

- On New Year's Eve, kiss the person you hope to keep kissing.
- For abundance in the new year, fill your pockets and cupboards today.
- Begin the new year square with every man (i.e. pay your debts) ~ Robert B. Thomas, founder of *The Old Farmer's Almanac*.



January Lunar Phases

January 2
Last Quarter Moon

January 9
New Moon

January 16
First Quarter Moon

January 23

Full Moon, also called "Wolf Moon" by Native Americans of New England and the Great Lakes because at this time of year the wolves howl in hunger.

January 31
Last Quarter Moon



Welcome Aboard!

Please welcome the newest additions to the SWVMHI Team!



Front row: Donna Salyer, Kristen Roop, Christal Louthian
 Second row: Elizabeth "Addy" Cain, Sherri Brown, Paige Counts, Jordan Olinger, Nancy Riegel, Nikki Love, Dawn Baumgardner
 Not pictured: Elizabeth Pennington-Parks, Ashley Brewer, and Morgan Kimberlin

Donna Salyer has been a nurse for 35 years and recently retired from Marion Correctional and Treatment Center (MCTC). She is an AHA CPR instructor. Donna is married and she and her husband have four children from ages 35 to 11. The youngest is adopted — way to go, Donna! She and her family live in Saltville, Virginia. Donna received her BSN from King Univer-

sity and is currently full time employed with Smyth County Community Hospital (SCCH). Donna will be working at SWVMHI as a P-14 float on first shift and perhaps second shift. Her first cousins are Stan Frye in Building and Grounds and Lesa Frye, an LPN on Ward A/B, day shift.

Kristen Roop is a Personal Care Aid (PCA) and wants to further her education. She is the mother of a three year old and she and her child live in Saltville, Virginia. Kristen received her PCA through the BRJC along with a certification in HIPAA. Previously, Kristen worked at Valley Healthcare. She will be working as a Psychiatric Care Technician on second shift on Ward C/D. Kristen wants to obtain her LPN after obtaining her CNA and also perhaps become a Phlebotomist. Her goal is to one day become an RN.

Christal Louthian is married and has 5 children and 2 grandchildren. She just received her LPN from Smyth Career and Technology Center. Christal and her family live in Chilhowie, Virginia. Previously, she worked at Abingdon Health and Rehab. Christal has been a CNA for 20 years and an EMT for approximately 7 years. She loves working and helping others and plans to further her education,

hopefully within the next year, and obtain her RN degree. Christal will be working third shift as a float LPN.

Elizabeth "Addy" Cain has been a CNA since 2012 and has worked in long term care for the past two years at Pulaski Health and Rehab (PHR). She lives in Hiwassee, Virginia, near Pulaski. Previously, Addy worked at Food Lion and Tipton Ridge Veterinarian Clinic. She will be working on Ward C/D on second shift as a Psychiatric Care Technician.

Sherri Brown has been in healthcare for the past 25 years. Besides being an LPN, she is also a Licensed Assisted Living Administrator. Sherri is married with one son, who is a bluegrass musician and tours with Ralph Stanley, II. Wow, Sherri! Sherri graduated from Grundy High School and received her LPN from Tazewell County Career Center. She and her family live in Richlands, Virginia. Previously, Sherri worked at Southwest Community College, Golden Age Retirement Home, and Clinch Valley Medical Center in Richlands, Virginia. She loves to play golf, read books, meet new people, and listen to stories from the elderly

Continued on page 12

Thanks from the Smyth County Humane Society



Food Services Staff Coordinate 2016 Dog and Cat Food Drive

I received a letter just after the New Year from Mike Snavelly, Board Member of the Smyth County Humane Society and Food Chair. Mr. Snavelly writes:

"Dear Dr. McClaskey,

On behalf of the Smyth County Humane Society, I want to thank you and SWVMHI

for conducting another successful food drive. We always have a need for food. You all collected 75 pounds of dog food, 50 pounds of cat food, 15 cans dog food and 12 cans cat food. This will be distributed at Marion, Atkins, and Saltville food pantries.

A special "thank you" to Kim Hunt and dietary staff for their extra effort. May everyone at SWVMHI have a wonderful New Year."

It is heartwarming to read a wonderful tribute such as this and know that our

staff care not only about individuals, but also about needy cats and dogs in the county.

Our Food Service staff are well known for their dedication and hard work at SWVMHI. We also recognize their ability to coordinate a hospital-wide pet food drive that benefits many needy animals. Congratulations and a warm Me-ow and Bow-wow on behalf of our four-legged friends!

~ Cynthia McClaskey





PERSONNEL CHANGES*

New Employees

Ashley Brewer, PI4 Console Operator	Dec 8
Dawn Baumgardner, PI4 RNCA	Dec 10
Nikki Love, Psychiatric Care Technician	Dec 10
Elizabeth "Addy" Cain, Psychiatric Care Technician	Dec 10
Christal Louthian, LPN	Dec 10
Kristen Roop, Psychiatric Care Technician	Dec 10
Sherri Brown, LPN	Dec 10
Nancy Riegel, RNCA	Dec 10
Elizabeth Pennington, PI4 Psychiatric Care Technician	Dec 10
Donna Salyer, PI4 RNCA	Dec 10
Lindsay "Paige" Counts, Psychiatric Care Technician	Dec 10

MONTHLY PATIENT CENSUS

November
2015

Admissions 66
Discharges 76
Passes 13
Average Daily
Census
156

Promotions/Role Changes

Morgan Kimberlin, PI4 to P3 Psychiatric Care Technician	Dec 10
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Retirements

Debra Hagy, Nursing	Jan 1
Martha Parlier, Nursing	Jan 1
VJ Powers, Food Service	Jan 1
Dreama Wilkinson, Nursing	Jan 1



* As of the time the newsletter was printed for distribution

State and National Holidays in January



In addition to ringing in the New Year with the first day of the new year as a national holiday, we also observe two other holidays during the month of January.

Martin Luther King, Jr. Day is a federal holiday in the United States honoring the achievements of Martin Luther King, Jr. - the chief spokesman for nonviolent activism in the civil rights movement to end racial segregation. It is observed on the third Monday of January each year, which is close to January 15, Dr. King's birthday.

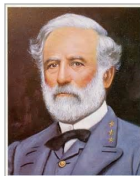
Martin Luther King, Jr. was the most influential of African American civil rights leaders during the 1960s. He was instrumental in the passage of the Civil Rights Act of 1964 which outlawed discrimination in public accommodations, facilities, and employment, and the Voting Rights Act of 1965. King was awarded the Nobel Prize for Peace in 1964. He was assassinated on April 4, 1968.

The bill establishing the holiday was signed by President Ronald Reagan on November 2, 1983. The first observance nationwide was in 1986, but some states opposed to observed it as a paid holiday for state employees. As of the year 2000, all fifty states officially recognize the holiday.

Martin Luther King, Jr. is one of only three people who have national holidays in the USA, the other two are Christopher Columbus and George Washington.

The other holiday we will observe in the Commonwealth of Virginia, is Lee-Jackson Day, a state holiday in Virginia, to remember two of the Civil War's Confederate leaders – Robert E. Lee and Thomas “Stonewall” Jackson. It is annually celebrated on the Friday before Martin Luther King Day.

General Lee led the military and naval forces during the Civil War until he surrendered to General Ulysses Grant in 1865, which marked the end of the war. Stonewall Jackson's greatest victory was when he led his troops around the Union right flank at Chancellorsville



to route the 11th Corps. However, he was wounded and died eight days later on May 10, 1863.

Virginia began observing Lee's birthday on January 19, 1889. Jackson's remembrance was added to the holiday in 1904. Martin Luther King Day became a federal holiday on January 15, 1983, which was close to Lee-Jackson Day. The days were combined in Virginia (known then as Lee-Jackson-King Day) until 2000 when they became separate holidays. It was arranged so that Lee-Jackson Day was to be held on the Friday before Martin Luther King Day.

For more information about any of these individuals, please visit:

~ <http://www.timeanddate.com/holidays/us/martin-luther-king-day>

~ <http://www.timeanddate.com/holidays/us/lee-jackson-day>



SWMHI Nursing Update, Continued from page 6

technician roles to do data entry and other clerical type duties for Kronos Scheduling, and did not want these non-RN positions to be confused with the SNC positions.

Policies and Forms:

It is expected that replacing PA with PCT/ Lead PA with LPCT, and Staffing with Shift Nurse Coordinator will transition throughout the year as there are very many policies and forms that include these titles. This cannot be accomplished all at once! In the process of normal review for changes, please replace the old titles with the new titles.

~ Alicia Alvarado, Chief Nurse Executive

Activity Professionals, continued from page 12

care and treatment of those we serve. ADCs serve as treatment coordinators for patients, ensuring care and treatment are documented and completed in a timely manner. In addition to these roles, they provide Rehab activities on and off the units and participate in hospital wide activities.

NCCAP has state and local branches that provide opportunities for Activity Directors. Our local organization, Appalachian Regional Association of Activity Professionals (ARAAP), is a small but active group, which this past Fall hosted a successful workshop/roundtable discussion on the issue of Crises in Nursing Facilities. We had a lot of interest from a variety of agencies in the problems associated with agitation in Nursing Home patients, and we hope to help pro-

-vide facilities with ways to better help this population in times of crisis.

NCCAP works to improve the status of Activity Professionals, who wear many hats and are often underappreciated and underpaid in the private sector. They sponsor an annual conference that provides sufficient contact hours to maintain certification, and encourages interaction among members to share information and camaraderie in the profession.

Activity Directors' jobs are more than just fun and games. It is a very rewarding and sometimes taxing profession, but to see an older person's quality of life improved makes it all worthwhile!

~ Lesu Cole

Welcome Aboard, *continued!*

population. Sherri will be working second shift as a float.

Paige Counts is a graduate of Abingdon High School and has received her CNA through the Neff Center in Abingdon. She also attended VHCC for general studies. She transferred to the Wytheville Community College LPN program and hopes to one day become an RN. She has been employed at Mountain States Urology and as a manager at Charley's Grilled Subs. Paige will be working on ERS on second shift as a Psychiatric Care Technician. Paige's good friends are Colton Smith in Maintenance and his mother Angel Smith, SNC, second shift.

Jordan Olinger was hired as a P-14 in Food Svices. She is going to WCC to obtain her AS degree as a Licensed Physical Therapy Assistant. She graduated from Marion Senior High School and currently lives in Marion, Virginia. Her stepfather is Nathan Shelton, Director of Environmental Services.

Nancy Riegel is from New York. Her hobbies are scrapbooking and camping. Nancy is married with four children ranging in age from 33 to 19, and she also has two grandsons, ages 10 and 12. She graduated from Avoca Central High School in Avoca, New York, and from Corning Community College in Corning,

New York with her RN degree (where they make the Corning glassware). Currently she and her family live in Meadowview, Virginia. Previously Nancy worked at the VA Medical Centers in Bath, New York and Buffalo, New York. Nancy will be working third shift as a float RN.

Nikki Love wants to become a registered nurse and work at SWVMHI all her life. Yea, Nikki! Nikki is married with a three year old son, and she and her family live in Chilhowie, Virginia. She graduated from Blue Ridge Job Corps (BRJC) and previously worked at Subway. Nikki will be working third shift on Ward E/F as a Psychiatric Care Technician. Additionally, Nikki is certified in Medical Office Support, EHR and HIPAA.

Dawn Baumgardner loves animals, antiques, and music of all kinds. She is married and she and her husband live in Bristol, Virginia. Dawn received her Associates Degree in Nursing from Virginia Highlands Community College (VHCC). Previously, she worked at Keystone Youth Center from 2004-2006 in our own B Building. Additionally, she has worked for Wellmont and Mountain States Health Alliance (MSHA). She currently works part time at Ascend Management in nursing. Dawn will be working as a P-14 RN float on days and evenings.

Elizabeth Pennington-Parks is a CNA and is currently pursuing her RN degree from WCC. She is married and has two children. She and her family live in Sugar Grove, Virginia. Elizabeth will be working as a P-14 float Psychiatric Care Technician on day shift.

Ashley Brewer loves being outdoors on her farm and spending time with her family in Troutdale, Virginia. She received an Associates Degree (AS) from Wytheville Community College (WCC) in Correction Science. Currently, Ashley works full time at Marion Correctional and Treatment Center. She will be working at SWVMHI as a P-14 console operator at the front desk in the Bagley Building.

Morgan Kimberlin has accepted a promotion from a P-14 food service employee to a P-3 nursing aide on day shift. Congratulations Morgan!

Please give our newest employees a warm welcome to the SWVMHI family.

~ Staff Development & Training Department

National Activity Professional Week January 17-23

Activity Directors are typically found in a nursing home setting. Their duties there are quite diverse – everything from entertainment planners to volunteer recruiters and supervisors, PR and outreach personnel, to participating in care plan meetings and assessing residents. At SWVMHI, we utilize Activity Directors on some of our Treatment teams as Rehab Resource Coordinators, due to the similarities of duties required.

Certification as an Activity Director (ADC) is obtained through National Certification Council of Activity Directors (NCCAP). There are several training tracks available from which to choose, depending on the

education the interested person has. Whatever the education level, they must also have a considerable number of actual hours working directly in activities with seniors and must complete classroom training modules. Certification must be renewed every two years, with at least 30 hours of NCCAP approved training completed in that two year's time.

SWVMHI currently has three ADCs – Angie Anderson, Lesu Cole, and Laurie Goral. On the Geriatric unit, ADCs are required by CMS to be a member of the treatment teams. As they are assigned to the Geriatric Unit, Lesu and Angie are responsible for holding a monthly unit

Activity Council meeting, recording meetings' minutes, developing a monthly calendar, which must be placed in each resident's room and in a central location on the unit. They complete MDS (Minimum Data Set) within the time frame specified by CMS. Patients are assessed according to Rehab guidelines: upon admission, annually thereafter and at any time deemed necessary due to status changes, with referrals sent to appropriate staff in the Rehab and other departments for engagement in therapeutic activities depending on wants and needs determined during assessment. The ADC also serves as liaison between Rehab staff, Physical Therapy, Occupational Therapy, and the treatment team – sharing information vital to

Continued on page 11





Word Search



Just for fun, how many of the following words can you find related to New Year's?

P Q W E J A N U A R Y E R T Y U I O
 P A A S D N O I T U L O S E R D F G
 H J R K L Z X C V L B N M B V C X Z
 L C J A H G F D A S T H G I N D I M
 Y E V C D V B B U E N P O I U Y Y T
 R L E W Q E C G L V O J G F D S A X
 V E B T N M H L D F I E T I V X C E
 P B Y S R E L W L Q T C V T S H R Y
 E R G A U A Y T A R C E W T E C V K
 V A B O B U T R N W E S C E L V B C
 B T T T E W Q S G C L V R F B V B U
 N I O P O U Y T S R F E W N B Q A L
 S O D C F G H J Y K E L M O U N V D
 F N V C I X Z A N D R F G C B H J O
 Y T R E W S D F E V B W V B N M L O
 L K J H G F U D S A E N M C Z D R G
 Y E X C I T R M E N T B V C X Z G D
 U Y T R E W Q E R A U Q S S E M I T

Should auld acquaintance be forgot, And never brought to mind?
 Should auld acquaintance be forgot, And days o' auld lang syne!

- | | | | |
|----------------|--------------|------------|-------------|
| Auld Lang Syne | ball | bubbles | celebration |
| cheer | confetti | excitement | football |
| good luck | January | midnight | music |
| new | old | parade | reflection |
| resolution | Times Square | toast | |





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Comments, Suggestions or Ideas?

SHARE THEM!

Please send any comments, suggestions, or ideas you have regarding the newsletter to the Office of the Director.



This Month's Word Search Answer Key

P		J	A	N	U	A	R	Y											
A			N	O	I	T	U	L	O	S	E	R							
	R							L											
C	A					A	T	H	G	I	N	D	I	M					
E		D			B	U	N												
L			E			L	O												
E	T				L	D	I			I				C					
B	S			L		L	T			T	S	H							
R	A		A			A	C			T	E								K
A	O	B				N	E			E	L								C
T	T					G	L		R	F	B								U
I	O					S	F			N	B								L
O	C					Y	E			O	U								D
F	N			I		N	R			C	B								O
					S		E		W										L
						U													O
								E					D						G
E	X	C	I	T	R	M	E	N	T										
							E	R	A	U	Q	S	S	E	M	I	T		

Please submit articles for the next newsletter to Cheryl Veselik by January 20, 2016.

The next newsletter will be published February 1, 2016.