



SUMMER / FALL 2016

In this Issue

Nursing Job Shadow Experience	2
Changes to EHR	3
Human Resource Corner	4
How Not to Say the Wrong Thing	5
Congratulations DSP Participants	11
Library Corner	12
Rehab News	13
OneMind Updates	14
Training Opportunities	16
Employee Referral Program	18

Hidden

There falling leaves on every page in this edition, just like the one pictured here. Can you find all of them?



Welcome Aboard New Hires!

Please welcome the newest additions to the SWVMHI Team!

Director's Note: We are catching up on new hires this month!
May 6, 2016



Jacob Barker loves top 40's hit music. He is currently taking prerequisite classes for the nursing program at Virginia

Highlands Community College for an RN degree. He comes from a nursing family. His father is an LPN, currently working at Smyth County Community Hospital, his mother is an RN, currently working as a home care nurse for Smyth County Home Care, affiliated with Smyth County Community Hospital, and his aunt, Amy Pauley, is a nurse for SWVMHI. Jake lives in Chilhowie with his family and will be working third shift on Ward A/B. He likes to travel and has worked at Belk in the past.

May 10, 2016

Felicia Dean is currently a Social Work Intern with graduation scheduled for August when she will become a MSW. She lives in Radford with her awesome dog named Bongo, but has plans to move closer. Felicia graduated from Radford High School, Radford, Virginia, received her BS from Ferrum College, and will receive her MSW from the University of Southern California in August of 2016. She has worked for New Horizons and New River Valley Community Services Board in case management. Felicia will be working on Ward H. Additionally, she loves to read and shoot her bow, spend time with her family and friends, watch Netflix, and knit.

Reba Bise relocated to this area after being away for more than 30 years. She loves to garden and knit and she and her husband of 40 years enjoy outdoor activities. They have a daughter, a son and three grandchildren. Reba graduated from Holston High School, in Holston, Virginia, and Martinsville – Henry County School of Nursing where she obtained her LPN. She and her husband live in Glade Spring, Virginia. Reba worked at R. J. Reynolds Hospital in Stuart, Virginia; Buckingham Correctional

Center in Dillwyn, Virginia; St. Mary's Hospital in Richmond, Virginia; Virginia Primary Care Associates in Bowling Green, Virginia; and several nursing homes. She will be working on Ward CD on evening shift.

Amanda Thomas loves riding horses and playing with her kids. She is married and has three children. She and her family reside in Chilhowie. Amanda graduated from Rural Retreat High School. Previously, she worked at the Minnick Alternative School in Wytheville. Amanda will be a Psychiatric Care Technician (PCT) on Ward H on night shift.

Continued on Page 6



Left to right, Top Row: Felicia Dean, Reba Bise, Amanda Thomas
First Row: Teresa Church, Tina



Please join us for a celebration in honor of SWVMHI Employee and Local Veterans

**Wednesday, November 9
 1330
 Henderson Building**

Light refreshments served



Job Shadowing as a Nursing Recruitment Tool



In the next several SWVMHI newsletters, I will be focusing on an aspect of nursing recruitment initiatives being taken by the facility. This article is about job shadowing.

At a recent Nurse Forum, I was asked why the nursing department doesn't offer job shadowing as a recruitment tool. The response is that we do provide job shadowing experiences, and have done so for many years for those applicants who requested the opportunity before making a decision to accept a job offer.

Job Shadowing took a heightened focus after July, 2014, when seventeen additional facility beds were opened following the new laws about Emergency Custody Orders. SWVMHI Nursing Department was approved for 26 new nursing positions; Registered Nurses were 11 of those new positions. At that time, we began to actively promote job shadowing as an option even before a potential RN applicant completed a job application. Job shadowing has continued to be offered not only to RN applicants, but also for those who request as LPN and PCT applicants. Each year we have hired several nursing department employees who chose to job shadow as part of their pre-employment decision making.

Job shadowing is an opportunity for an individual interested in a position at SWVMHI to observe an experienced employee in the role, performing duties and interventions during a shift on a nursing care unit. The experience

assists the applicant/potential employee in the decision making process. It is especially helpful as we are a specialty hospital; psychiatric nursing and psychiatric care provision require special skills and a unique knowledge set, in addition to general nursing skills. Any and every nurse or CNA is not the best fit for assisting people in recovery from mental illness. A real-life snapshot is provided to those who wonder if this would be the place for them to practice their profession and find career fulfillment. It helps some to be able to be in the direct care environment, interact with clients, and ask honest questions of staff members doing the job and receive clear answers. Job shadowing does not have the intimidation some people feel during a formal interview.

In order to job shadow, Human Resources and Nurse Managers collaborate with the applicant to identify the best fit for the experience. Generally, the applicant requests between four to eight hours "on the job" shadowing someone, and generally identifies particular issues he/she hopes to explore during the job shadow. Assignments are made with an experienced person in that role who will be "shadowed." This does take extra time and effort as an extra assignment for an employee during the shift, in much the same way it is when we have nursing students here on rotation or new employees to precept during orientation. For that reason, we do not suggest job shadowing for every applicant, but for those who identify a desire for it as part of their pre-employment decision making process.

The applicant (over age 18) requesting the job shadow reviews material regarding patient confidentiality and signs a confidentiality statement, receives a "visitor" badge after signing in, and then

partners with the assigned employee. If they are here during a staff meal time, they receive a meal ticket. People doing job shadows are not left alone in the patient care environment. Following the experience, a nurse manager and a human resource analyst follows up with both the applicant and the employee for feedback.

The experiences have helped applicants decide for sure about accepting employment here; sometimes the decision is not to work here. Regardless of the employment outcome, the feedback we have received always includes the "shadower" stating that they have a greater understanding about mental health and a greater appreciation for psychiatric nursing. The employees who serve as the "job shadow" are consistently affirmed as being "helpful," "super," and other similar attributes.

SWVMHI Nursing is planning a 2016 Fall Open House, and job shadowing will be offered as a feature to this event. A longer range goal may include expanding job shadow experiences to high school students interested in nursing careers.

~ Alicia Alvarado,
Chief Nurse Executive



Changes in the Electronic Health Record



Getting comfortable with the electronic health record will be a challenge for us all. If, during this process, you discover something that you feel needs to be changed or enhanced, there are several required steps:

1. Talk it over with teammates and/or peers to ensure there is a consensus
2. If a consensus is reached, talk to one of your Accountable Executives (Amanda Currin, Becky Barker, or Laura Campbell) to see if a ticket for the change should be submitted. (*I anticipate that we might have already addressed some of the things that you would like to change.*)
3. If deemed necessary, the Accountable Executive will submit a ticket for the

proposed change/enhancement.

4. At that point, the ticket would be submitted to one (or more) of several committees that is made up of representatives from many DBHDS facilities across the state.
5. The change/enhancement will be done only if it is agreed upon by the members of every required committee.

Footnote: It can take months for a proposed change to come to fruition. Patience throughout the entire process (and beyond) is essential, as the electronic health record continues to evolve.

~ Laura Campbell, LCSW

What You Should Know About Your Blood Pressure

Fifteen things you should know about your blood pressure:

1. Hypertension isn't inevitable, but blood pressure climbs with age. Most people see an increase around age 40.
2. Even dangerously high blood pressure often has no symptoms.
3. The top number, systolic pressure, is the one to watch when you are over 50. This signifies the peak force that your arteries and vital organs experience with each heartbeat.
4. Experts don't agree on what the ideal systolic blood pressure should be. Recent tests have shown that people who are able to lower their systolic number to 120 or less were one third less likely to suffer heart failure or stroke.
5. The optimum blood pressure target is different for different people. Ask your doctor what is best for you.
6. Healthy lifestyle changes can work as well as a pill. Cutting back on salt, losing weight, eating plenty of fruits and vegetables, and getting exercise can all be beneficial.
7. Coffee makes blood pressure spike by an average of eight points, but don't fret. This may last up to three hours but there appears to be no long term effects.
8. Breathe deep to bring your number down. Slowing breathing to six breaths in 30 seconds has been shown to bring systolic pressure down by about three points, at least temporarily.
9. Keeping an eye on salt becomes more important as you get older. As people age, the sense of taste fades and people tend to pile on more salt.
10. Simple hand grip exercises can help. Tests have shown that simple hand grippers, stress balls, etc., can reduce your number by as much as ten percent.
11. New medicines are not necessarily better than the old ones. Older treatments, such as diuretics or "water pills" and be just as effective as newer medicines such as ACE inhibitors. However, newer medications may have fewer side effects.
12. For many people, one blood pressure medication is not enough. Increasing the dosage of a single medication is often not as effective as there is a point of diminishing returns. Combining different classes of medications may help reach a more optimum effect.
13. Over-the-counter medicines may be raising your blood pressure. Many cold medications contain pseudoephedrine, which clamps down on blood vessels, raising blood pressure. Anti-inflammatory drugs can also raise blood pressure.
14. Blood pressure can dip too low. Older people are particularly at risk for "orthostatic hypotension." This is when people stand up and blood pressure isn't strong enough to pump blood to the brain, enhancing risk of falls.
15. Sticking with treatment is crucial. Once you hit your target, it is essential to go on taking appropriate medication and follow healthy habits in your lifestyle. Don't get lazy, monitor your blood pressure regularly, and if necessary, see your doctor for medication modifications.



~ adapted from <http://www.aarp.org/health/conditions-treatments/info-2016/high-blood-pressure-hypertension.html>





Human Resource Corner

Hybrid Plan Members: Seize the Opportunity to Increase Your Savings With Voluntary Contributions

You hear it all the time – plan now for your retirement; save more for your future. You know it’s the right thing to do, but saving for retirement is hard, right?

It doesn’t have to be. As a member of the Hybrid Retirement Plan, you are already contributing four percent to the defined benefit component of your plan each month. You and your employer also each contribute one percent of your creditable compensation to the defined contribution component each month.

To save even more, step up your voluntary contributions. If you save four percent, you’ll receive two and one-half percent in employer matching contributions. Even if you save one percent, you’ll receive a one percent employer match. So be sure to take advantage of the employer match.

Hybrid Plan Auto-Escalation Coming in January

To help members save for retirement, the Hybrid Retirement Plan was designed so that voluntary contributions automatically in-

crease by 0.5 percent every three years. If you are a hybrid plan member, your first automatic increase, called auto-escalation, will take place January 1, 2017. The automatic increases will continue every three years until you reach the maximum voluntary contribution of 4 percent.

Total Possible Hybrid Retirement Plan Contributions			
Your Contributions		Your Employer’s Contributions	
Defined benefit mandatory contributions	4%	Defined benefit mandatory contributions	Actuarially determined rate
Defined contribution mandatory contributions	1%	Defined contribution mandatory contributions	1%
Defined contribution voluntary contributions if you contribute the maximum amount	Up to 4%	Defined contribution employer matching contributions if you contribute additional voluntary contributions	Up to 2.5%
Total Possible Member Contributions	9%	Total Employer Contributions	Actuarially determined rate including up to 3.5% to the DC component of the Hybrid Retirement Plan

You will have the opportunity to opt-out of auto-escalation this fall. VRS will send you information on the automatic increase and the steps you need to take if you want to opt-out of participation.

For more information on the advantages of saving through voluntary contributions, see the Hybrid Retirement Plan Handbook and the Understanding Your Contributions video.

~ **Renee Van Dyke, Human Resources Assistant and Lee Osborne, Human Resources Analyst**

Humane Society Pet Food Drive Results



Thanks to all who donated food or money towards the Humane Society Pet Food Drive held this summer. Donations collected included 112 pounds of dog food, 42 pounds of cat food, and \$100 cash. The needy pets of Smyth County thank you for your generosity.

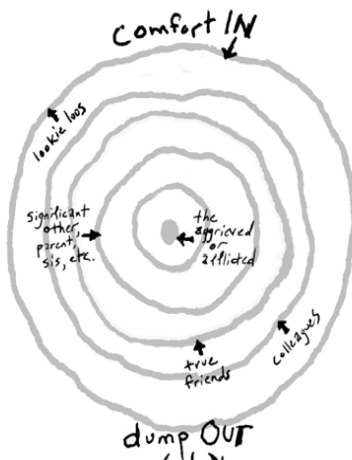
And, a special thanks to Food Service staff for, once again, coordinating this Pet Food Drive!



How Not to Say the Wrong Thing

Editor's Note: The following is an Op-Ed that appeared in the LA Times in 2013. <http://articles.latimes.com/2013/apr/07/opinion/la-oe-0407-silk-ring-theory-20130407>

It works in all kinds of crises -- medical, legal, even existential. It's the 'Ring Theory' of kvetching. The first rule is comfort in, dump out.



(Illustration by Wes Bausmith)

When Susan had breast cancer, we heard a lot of lame remarks, but our favorite came from one of Susan's colleagues. She wanted, she needed, to visit Susan after the surgery, but Susan didn't feel like having visitors, and she said so. Her colleague's response? "This isn't just about you."

"It's not?" Susan wondered. "My breast cancer is not about me? It's about you?"

The same theme came up again when our friend Katie had a brain aneurysm. She was in intensive care for a long time and finally got out and into a step-down unit. She was no longer covered with tubes and lines and monitors, but she was still in rough shape. A friend came and saw her and then stepped into the hall with Katie's husband, Pat. "I wasn't prepared for this," she told him. "I don't know if I can handle it." This woman loves Katie, and she said what she did because the sight of Katie in this condition moved her so deeply. But it was the wrong thing to say. And it was wrong in the same way Susan's colleague's remark was wrong.

Susan has since developed a simple technique to help people avoid this mistake. It works for all kinds of crises: medical, legal, financial, romantic, even existential. She calls it the Ring Theory.

Draw a circle. This is the center ring. In it, put the name of the person at the center of the current trauma. For Katie's aneurysm, that's Katie. Now draw a larger circle around the first one. In that ring put the name of the person next closest to the trauma. In the case of Katie's aneurysm, that was Katie's husband, Pat. Repeat the process as many times as you need to. In each larger ring put the next closest people. Parents and children before more distant relatives. Intimate friends in smaller rings, less intimate friends in larger ones. When you are done you have a Kvetching Order. One of Susan's patients found it useful to tape it to her refrigerator.

Here are the rules. The person in the center ring can say anything she wants to anyone, anywhere. She can kvetch and complain and whine and moan and curse the heavens and say, "Life is unfair" and "Why me?" That's the one payoff for being in the center ring.

Everyone else can say those things too, but only to people in larger rings.

When you are talking to a person in a ring smaller than yours, someone closer to the center of the crisis, the goal is to help. Listening is often more helpful than talking. But if you're going to open your mouth, ask yourself if what you are about to say is likely to provide comfort and support. If it isn't, don't say it. Don't, for example, give advice. People who are suffering from trauma don't need advice. They need comfort and support. So say, "I'm sorry" or "This must really be hard for you" or "Can I bring you a pot roast?" Don't say, "You should hear what happened to me" or "Here's what I would do if I were you." And don't say, "This is really bringing me down."

If you want to scream or cry or complain, if you want to tell someone how shocked you are or how icky you feel, or whine about how it reminds you of all the terrible things that have happened to you lately, that's fine. It's a perfectly normal response. Just do it to someone in a bigger ring.

Comfort **IN**, dump **OUT**.

There was nothing wrong with Katie's friend saying she was not prepared for how horrible Katie looked, or even that she didn't think she could handle it. The mistake was that she said those things to Pat. She dumped IN.

Complaining to someone in a smaller ring than yours doesn't do either of you any good. On the other hand, being supportive to her principal caregiver may be the best thing you can do for the patient.

Most of us know this. Almost nobody would complain to the patient about how rotten she looks. Almost no one would say that looking at her makes them think of the fragility of life and their own closeness to death. In other words, we know enough not to dump into the center ring. Ring Theory merely expands that intuition and makes it more concrete: Don't just avoid dumping into the center ring, avoid dumping into any ring smaller than your own.

Remember, you can say whatever you want if you just wait until you're talking to someone in a larger ring than yours. And don't worry. You'll get your turn in the center ring. You can count on that.

~ April 07, 2013

Susan Silk and Barry Goldman

Susan Silk is a clinical psychologist. Barry Goldman is an arbitrator and mediator and the author of "The Science of Settlement: Ideas for Negotiators."



Welcome Aboard New Hires, *continued*

Tina Webb returns to SWVMHI in a part-time capacity as a night Shift Nurse Coordinator. She has worked in psychiatric nursing since 2011 here at SWVMHI. Tina just got married to Chad Funk who works in Maintenance and they live in Atkins. She graduated from Montcalm High School in Montcalm, West Virginia; Bluefield State College (BSC) with a BA in Social Sciences and Psychology, as well as her ADN; and her BSN and MSN from King University respectively.

Kelsey Harris is currently enrolled at Wytheville Community College (WCC) in the RN program. She graduated from Marion Senior High School and attended Emory and Henry College for a year before transferring to WCC. Kelsey lives in Marion and occasionally still works at 27 Lions and the Speakeasy in the General Francis Marion Hotel. Additional former employers include Cato's in Marion and in registration at Wythe County Community Hospital. Kelsey will be working day shift on Ward CD as a PCT.

May 25, 2016



Left to right: Anthony Yarborough, Jr., Aston Willard, and Emily Billings

Anthony Yarborough says that he is easy to get along with. He graduated from Patrick Henry High School and currently lives in Glade Spring with his family. Anthony previously worked at Indoor Farms Greenhouse. He will be working as a seasonal employee in housekeeping. Anthony's mother, Kim Yarborough, also works in housekeeping.

Emily Billings lives in Marion and will be a junior at UVA-Wise. She has worked at Halls Skateland and Jackie's Catering. Emily will be working as a seasonal employee in housekeeping.

June 10, 2016



Left to right: First row: Megan Taylor, Stacie Jackson, Kristin Gillespie, Tyler Kessee
Second row: Brian Cowart, Jessica Grindstaff, Kristin Hash, Hunter McMillan, Aaron Osborne

Megan Taylor loves helping people. She graduated high school from Glade Christian Academy and lives in Saltville. Megan formerly worked at Taco Bell. She will be working third shift as a float PCT.

Stacie Jackson has a new baby and loves being a mother. She and her family live in Marion and she enjoys many outdoor sports and activities. Stacie graduated from Emory and Henry College. Previously she worked at ResCare. Stacie will be working evenings as a Wellness Rehab Specialist.

Kristin Gillespie enjoys being with children and out of doors. She is married, has three children, and they live in Chilhowie. Kristin graduated from Chilhowie High School and received her nursing degree from Virginia Highlands Community College. She previously worked at Mt. Rogers CSB and has been a stay-at-home mom. Her mother, Tina Hayden, PCT, also works here as a float on second shift. Kristin will be working dayshift on ward CD.

Tyler Kessee is currently a senior at Ferrum College studying to become a teacher and he also coaches football. He lives in Marion and graduated from Marion Senior High School. Tyler has worked at Hungry

Mother State Park and Burwil Construction. He will be working as a seasonal employee in housekeeping.

Brian Cowart is married and lives in Blacksburg. He received his Ph.D. in clinical psychology from Virginia Tech. Brian has worked at SVMHI in Danville and previously at New River Valley Community Services. He is happy to be working closer to home.

Jessica Grindstaff is pursuing a double major in psychology and sociology from Emory and Henry College. She lives in Sugar Grove and has worked at Smyth County Community Hospital. She will be working as a P-14 employee in food services.

Kristin Hash will be working as a P-14 security officer and is also a Virginia State Police Officer. She graduated from Mountain State University in Beckley, West Virginia, with a degree in criminal justice. Kristin is married and has one child. She and her family live in Rural Retreat.

Hunter McMillan's mother is Regina King, one of SWVMHI's RNs. Hunter enjoys sports, hunting, and fishing. He is a student at Rural Retreat High School and has worked in maintenance at the Rural Retreat Lake Campground. He will be working as a seasonal employee in housekeeping.

Aaron Osborne is a US Army veteran and an outdoorsman. He is married and has a teenage daughter. He and his family live in Glade Spring. Brian just received his AAS in Nursing from Virginia Highlands Community College and will be working second shift on Ward A/B. Previously he worked for People, Inc. of Virginia, as well as Osborne Home Improvement.

July 10, 2016

Brad Morgan is SWVMHI's new HVAC person. He is married and lives in Rural Retreat. He received an Associate's De-

Continued on page 7



Welcome Aboard New Hires, *continued*

gree in Electronics and previously worked at Marion Correctional Treatment Center. Brad will be working in the Maintenance Department for Building and Grounds.



Left to right: Brad Morgan, Megan Carrico, Megan Norris, Ashley Edmiston, Gwen Edwards, Taryn Thomas

Megan Carrico has varied interests. She is a photographer, cosmetologist, and loves to hunt and fish. She graduated from Chilhowie High School and currently lives in Marion. Previously she worked at Sally Beauty Supply. Megan will be working on Ward J on night shift as a PCT.

Megan Norris loves being out of doors, hunting, and fishing (must be a Megan thing). She just got married in September of this year. Congratulations, Megan! She graduated from Marion Senior High School and currently lives in Chilhowie. She briefly worked at SWVMHI and then most recently worked at Francis Marion Manor. She will be a PCT on ward CD on night shift. Her sister-in-law, Beth Smith, works here as an occupational therapist.

Ashley Edmiston is married and has one child. She and her family live in Chilhowie. Ashley graduated from Chilhowie High School and Virginia Highlands Community College. Previously she worked at Indian Path Medical Center in Kingsport, TN, and SCCH in Marion. Ashley has taken a Baylor nursing position on nights on Geriatrics.

Gwen Edwards moved back to this area to care for her ill father. She is engaged and has three children. Gwen has a great deal of academia to her name, including a BSN, MSN, and some post master's work towards her FNP. Currently she resides

in Elk Creek and seems to be related to everyone in that area! Gwen has worked in Smyrna and Dover, Delaware at the Smyrna Medical Association and Bay Health Medical Center. She will be working on CD in the evenings.

Taryn Thomas loves to read and watch and/or visit anything historical. She and her husband live on a farm in Glade Spring with their two Chihuahuas, Peanut and Coco. Taryn received her RN degree from Virginia Highlands Community College and previously worked at Johnston Memorial Hospital. She will be working on EF nights.

July 25, 2016



From left to right: Terry Crockett and Lori Heyward

Terry Crockett is the newest Building and Grounds employee. He was born in Smyth County and is married to Donna Crockett, a PCT on evening shift on Ward EF. Terry graduated from Chilhowie High School and he and Donna live in the Thomas Bridge area of Smyth County. He worked for 36 years at General Shale Brick. In his spare time, Terry enjoys hiking, hunting, and fishing.

Lori Heyward also enjoys hiking and is learning to play golf. Additionally, she enjoys spending time with her husband, son, and daughter (who is entering veterinary school). Lori graduated from UNC-Chapel Hill in Raleigh, North Carolina, in Recreation Administration with an emphasis on Therapeutic Recreation. She received her Master's in Arts in Education from Presbyterian School of Christian Education. Currently, she and her family live in West Jef-

erson, North Carolina. Lori has worked at Augusta Health in Fishersville and Central State Hospital in Staunton. She will be working in the Rehab Department at SWVMHI.

August 10, 2016

Christopher Romans enjoys playing



Front left to right: First row: Christopher Romans, Billy McDowell, Kimber Perry, Zachary King, Nellie Johnson, Sonja Pruitt, Chelsea Neitch, Kayla Helton, Cheyenna Glass, Michelle Caywood
Second row: Drew Musick, Cheryl Landis, Katie Jackson, Destiny Reed, Phyllis Corvin, Abigail Guinn, Carrie Boone

golf and spending time with his family. He is married with one son and they live in Saltville. Christopher graduated from Chilhowie High School as well as Emory and Henry College with a B.A. in Art, B.A. in Education, and a minor in biology. He then graduated from Virginia Tristate Nursing Program (VATNP) as a Registered Nurse. He has a very varied work career having worked as a police officer; taught an SOL based curriculum through the William King Art Center; previously worked at SWVMHI Rehab services as an evening supervisor; was employed by Family Preservation Services; taught art sciences at Keystone; worked at Wellmont Hospital in critical care; and, owned his own insurance agency. Whew! Christopher will be working on Ward CD on the evening shift.

Billy McDowell enjoys just hanging out. He is from California and graduated high school at Imperial Valley High School in Imperial Valley, California. He currently lives in Marion. Past employment includes being in the army serving several years in Germany, driving a truck, work-

Continued on page 8



Welcome Aboard New Hires, *continued*

ing at Keystone, and at Mt. Rogers Wythe House. Billy will be working in housekeeping.

Kimber Perry has three children and lives in Marion. She graduated from Juniata High School in Pennsylvania and received a B.A. from Shippensburg University in Pennsylvania. Kimber is working on obtaining her master's degree to become a Licensed Professional Counselor. She expects to finish in about 2 years. Previously she worked at Appalachian Orthopedic Associates at the switchboard. Kimber will be working as a PCT on Ward CD on third shift.

Zachary King spent six years in the Air Force as a Military Policeman at times doing presidential security! He has been in private security for two years and also worked for Mountain States Health Alliance in security. Zac enjoys hunting, fishing, and outdoor sports. He lives in Marion, graduated from Chilhowie High School, and has a B.A in Criminal Justice with a minor in Psychology from the American Military University. Zac will be working as a security officer.

Nellie Johnson loves to garden and work with flowers as well as spending time with family. She is married with one grown child and one grandchild. She and her family live in Marion. Nellie graduated from Northwood High School and attended Virginia Highlands Community College for three years. She has a diploma in cosmetology. Nellie has worked at Smyth County Community Hospital, Town of Glade Spring, the IDC, and Saltville Medical Center. She will be working as a console operator.

Sonja Pruitt has two children and is attending Virginia Highlands Community College working towards a degree Occupational Therapy Aide (OTA). She graduated from Marion Senior High School. She and her children live in Marion. Previously, Sonja worked at Valley Health Care Center as a CNA. She will be working day shift on Ward J as a PCT.

Chelsea Neitch has a young child and they live in Marion. Chelsea graduated from Marion Senior High School. She is currently attending Virginia Highlands Community College for a degree in nursing. Chelsea previously worked at Valley Health Care Center in Chilhowie. She will be working on Ward E/F on third shift as a PCT. Chelsea's brother Timothy works in Building and Grounds in the Physical Plant here at SWVMHI.

Kayla Helton graduated from Northwood High School and has her CNA license from classes at Smyth Career and Technology Center in Seven Mile Ford. She currently lives in Atkins. Previously, Kayla has worked at Subway and Valley Health Care Center in Chilhowie. Kayla will be working as a PCT on second shift on Ward CD.

Cheyenna Elizabeth Glass obtained her Associate's degree in Police Science from Wytheville Community College and from Marion Senior High School. She currently lives in Marion with her little dog, a dachshund. Previously, Cheyenna has worked at Lowe's, Sagebrush, Albano and Associates, and First Fruit Beverage. Cheyenna will be working on Ward H as a PCT on first shift. Her cousin is Virginia Smith who works as a PCT here at SWVMHI.

Michelle Caywood is married and has three children. She and her family live in Sugar Grove. Michelle graduated from Marion Senior High School. Previously, Michelle worked at Francis Marion Manor in housekeeping. Michelle will be working in housekeeping. Ann Dempsey, in Food Service, is Michelle's cousin.

William "Drew" Musick is a movie, comic, and video game fan. He graduated from Patrick Henry High School, Virginia Highlands Community College with an Associate's degree in Arts and Sciences, and from King University with a Bachelor's Degree in IT. Currently, Drew lives in Meadowview. Previously, Drew has worked at Domino's Pizza, Sears, and Public Partnerships, who supply services for individuals with special needs. He has three years'

experience working with special needs children. Drew will be working as a PCT on Ward C/D on evening shift.

Cheryl Landis is married with two children and one step-child. She received her high school diploma from Schenectady Christian School in New York State. Cheryl and her family live in Chilhowie. She will be working in Food Service.

Phyllis Corvin is a happy person who loves working and cleaning! She has four children and she and her children live in Crockett. Phyllis graduated high school at Stafford High School in Stafford, Virginia. She has worked at Wythe County Community Hospital, Edgemont Center, and Carrington Place in housekeeping. Phyllis will be working in housekeeping at SWVMHI.

Katie Jackson has two children and they live in Marion. She has worked at the local restaurants Wolfe's BBQ and 27 Lions. She is a high school graduate and will be working in Food Service. Katie's cousin, Danielle Frye, also works in Food Services.

Abigail Guinn enjoys spending time with her family, pony, and her dog, a Great Dane, and teaching her son about horses. She is married with two children and they live on an 80 acre farm in Meadowview. Abby received her high school diploma from Penn Foster University, attended Virginia Highlands Community College for nursing (on hold for now), is a Registered Medication Aid, and also has her CNA. Abby has worked at Abingdon Health and Rehabilitation and has been a private care giver. She will be working on Ward C/D on evening shift as a PCT.

Carrie Boone lives in Saltville and has two children. She graduated from Northwood High School and has worked at Petro Truck Stop and TRW, both in Glade Spring. Carrie has also worked as an aid taking care of elderly persons. She

Continued on Page 9



Welcome Aboard New Hires, *continued*

will be working third shift on Ward C/D as a PCT.

September 10, 2016



From left to right, Front row: Miranda Gore, Loretta Shupe, Kayla McCracken, Angie Sykes, and Cassandra Creger

Second row: Heather Hash, Stormi Phillips, Lisa Horton, Michelle Miller, Able Alley, and Patty Horn

Miranda Gore recently moved from North Carolina to Marion with her daughter. She graduated from Western Alamance High School in Alamance, North Carolina. Miranda will be working as a PCT on night shift on ward A/B. Jennifer Pierce in housekeeping is married to her cousin.

Loretta M. Shupe has one son, seven grandchildren, and loves her church and her family. She is married and she and her husband live in Atkins. Loretta graduated from Independence High School and she has worked at Robbie D. Wood, Inc., a trucking company where she drove a tractor trailer with her husband for four and a half years. She has also worked at Marion Pediatrics and Heartland Rehab. Loretta will be working in the Nursing Department as the evening shift Nursing Scheduling Technician. Paul Shepherd, our P-14 SNC is her cousin.

Kayla McCracken loves to read. She has two sons and a daughter and she and her family live in Seven Mile Ford. Kayla graduated from Chilhowie High School with an AD in Administrative Support Technologies with a specialization in Medical Office duties. She previously worked at the Southwest Virginia Higher Education Center in Abingdon. Kayla will be working nights as a PCT on Ward E/F.

Angela Sykes like to read, fish, watch football, and play board games. She is single, the mom to two children, and they live in Honaker. Angela graduated from Honaker High School and from Southwest Virginia Community College. She worked at Maple Grove Nursing Home and at the Library at Southwest Virginia Community College. Angela will be working on Ward E/F on night shift.

Cassandra Creger loves to be outside. She is a mom to two children and she and her family live in Crockett. Cassandra graduated from Rural Retreat High School and from Wythe Technology Center in Food Services. She has worked at McDonald's and Bojangles. Cassandra will be working in Food Services.

Heather Hash is married, has a son and step daughter, and she and her family live in Chilhowie. She graduated from Chilhowie High School and attended Virginia Highlands Community College in Health Sciences and earned her CNA license. Previously, Heather worked at Francis Marion Manor Nursing Home as a CNA. Heather's grandmother worked here many years ago and retired in 2000. She will be working night shift on Ward E/F.

Stormi Phillips was a stay at home mom for a few years to her young daughter. She and her daughter live in Wytheville. Stormi graduated from George Wythe High School. She will be working on Ward H as a PCT on first shift.

Lisa Horton worked at SWVMHI from 2008-2010. She loves to garden and loves her animals. When she has the time, she loves to crochet. She is married with one child and she and her family live in Elk Creek. Lisa graduated from Independence High School and Wytheville Community College with her ASN. She has worked in various medical hospitals and Advanced Home Health. Lisa will be working on Ward E/F on evening shift.

Renee "Michelle" Miller states she is quiet but friendly. She has been married 23 years to her high school sweetheart and they have one daughter. Michelle and her

family live in Abingdon. She graduated from Abingdon High School and received her LPN from the Neff Center in Abingdon. Michelle has worked in a local skilled nursing facility. She will be working on ERS on evening shift.

Able Alley likes to stay busy. He is married with one daughter and he and his family live in Marion. Able graduated from Kingwood Community College and is a CNA. He has worked at NHC Healthcare in Bristol and Valley Health Care in Chilhowie. Able will be working on Ward A/B during evening shift. Ava Mitchell, RN, is his sister and Angela Routh is his step-daughter.

Patricia (Patty) Horn loves dogs and crafting. She is married with two sons and she and her family live in Tazewell, VA. She attended Tazewell High School graduating in 1992 and received her ASN from Southwest Virginia Community College (SVCC) in 2003. Patty has worked as a Registered Nurse at Virginia Oncology Care, UVA (Go Hoos!), Lewis Gale, and Preferred Home Health. She will be working evening shift on Ward AB

September 25, 2016



Heather Hall enjoys Virginia Tech football, fishing, crocheting, knitting, and learning anything new. She is married and lives with her husband in Marion. Heather graduated from Virginia Tech with a BS in Environmental Science and a minor in Chemistry. She has worked at the Virginia Department of Environmental quality, General Dynamics, and the Dip Dog Gift Shop. Heather will be a Human Resources Assistant in the Human Resources Department. She is thrilled to be here and so excited about the opportunity.

Continued on page 10



Welcome Aboard New Hires, cont'd



Left to right, First row left to right: Crystal Taylor, Amy Holmes, Steven Applegate
 Second row: Melinda Blankenship, Heather Wagner
 Third row: Hunter Delp, Emanuel Goodman

October 10, 2016

Crystal Taylor is a small town county girl striving for a great future. She has three children, and after her marriage, will welcome two step children. Crystal graduated from Rural Retreat High School and currently lives in Rural Retreat. She was a private health care giver and has worked at Family Dollar Store. She will be working on Ward E/F on night shift as a PCT. She has several friends who work here including Cassandra Creger, Amanda Thomas, Mary Chandler, and Tammy Markle.

Steven Applegate also used to work at SWVMHI some years ago, and is thankful to be back and working here. He is a fiction writer on Amazon. Steven was married for 24 years, but is now widowed, with three sons and two daughters. He graduated from Bedford High School in Cleveland, Ohio, and subsequently obtained his CNA. He currently lives in Damascus. Previously, Steven was a drug educator for Watauga Recovery Center. Steven will be working second shift on Ward C/D as a PCT.

Melinda Blankenship is a people person and an artist. Also, Melinda loves animals and has three dogs. She has been married for 30 years and she and her husband currently live in Bristol, Tennessee, but plan to move to Marion soon. Melinda graduated from Big Creek High School in War, West Virginia, and graduated from Mara-

natha Bible College with an Associate's Degree. She received her LPN training from Tazewell Career and Technology Center in Tazewell. Melinda has worked at Mtn. Empire Neurology in Bristol, Tennessee, and the Veterans Hospital in Salem. Melinda will be working as an LPN evenings on Ward C/D.

Heather Wagner is an avid "concert goer" and loves hiking. She is married to a restaurant manager and they have two daughters. Heather and her family live in Bristol. She graduated from Patrick Henry High School and has completed some nursing classes at Virginia Highlands Community College. Previously, Heather worked as a private,homecare provider. She will be working on second shift as a P-14 PCT.

Hunter Delp is a people person and loves getting to know new people. He also enjoys fishing. He graduated from Chilhowie High School. Hunter currently lives in Chilhowie. Previously, he worked at Family Physicians of Marion in the Medical Records Department. He will be working nights as a PCT on Ward A/B.

Emanuel Goodman has worked at SWVMHI in the past and is glad to be back. He is currently pursuing a bachelor's degree in clinical services through Virginia Highlands Community College Online program. He is also an EMT and phlebotomist. Emanuel graduated from Marion Senior High School and lives in Marion. In addition to working here, Emanuel previously was self employed in Lawn Care. Emanuel will be working third shift on C/D as a PCT.

Please welcome the newest additions to the SWVMHI Team!

~ Training Department

Welcome Aboard



Thanksgiving

For each new morning with its light,
 For rest and shelter of the night,
 For health and food,
 For love and friends,
 For everything They goodness sends.

~ Ralph Waldo Emerson





Congratulations to DSP Participants



Left to Right: Cindy Osborne, Lorene Blevins, Tina Woods, Patsy Reedy, Jennette Hurd, Terri Buchanan, Tina Hafer, and Johnny Overbay.

SWVMHI, through the Department of Behavioral Health and Developmental Services (DBHDS), offers all Psychiatric Care Technicians (PCT) the Direct Support Professional (DSP) Career Pathway. DBHDS recognizes the essential role that each PCT contributes to deliver high quality service to the individuals and families served. The

DSP Career Pathway provides a method to assist PCTs improve client services through experience, training and development opportunities.

Through a structured three-tier program, the DSP Career Pathway program provides PCTs career growth opportunities that improve the overall competency level of staff, lead to a more positive work place environment, raise morale, and improve both recruitment and retention measures.

SWVMHI has active participation in this program and wishes to recognize and congratulate those PCTs who recently completed a tier of study.

The following PCTs have completed a DSP Career Pathway tier and qualified for the bonus payout issued in June:

Level I: Josh Bentley, Burnell Gregory, Sarah Hale, Chase Joines, Shelly Jones, Brittany King, Tanya Owens, Bryan Taylor, Linda Taylor, Betty Walk and Karen Weddle.

Level II: Tina Woods

Level III: Lorene Blevins, Terri Buchanan, Tina Hafer, and Patsy Reedy.

Wytheville Community College held the annual DSP graduation ceremony on June 8, 2016. Congratulations to all!!

**~ Josie Wade, RN, BS, JD
Coordinator for Nursing Staff
Development**

Facility Safety — Did You Know?

In the final months of FY16, the Department of Behavioral Health and Developmental Services (DBHDS) identified year-end funds that were made available to facilities to be used to enhance the safety and appearance of the patient environment of care. SWVMHI requested and was provided funding to accomplish the following projects:

- ✦ Shatter-resistant glass for all bedroom, activity room, comfort room, and medication room windows in the Bagley Building. This glass greatly minimizes the risk of a patient being cut should the glass accidentally be broken or a window being broken out in an elopement attempt. All have been installed.
- ✦ Sloped shower heads were installed in patient bathrooms when the Bagley Building was constructed; however, the shower mixing valve handle installed presented a potential serious

risk to the individuals we serve. In an attempt to minimize this risk, Shaun May and Willie Rich spent considerable time researching and fund that anti-ligature Acorn valve handles and trim ring could be used on our existing shower mixing valve. This action greatly reduced the time and cost required to provide safe shows for those we serve; the block wall was not disturbed, piping was not removed and reinstalled using a torch, and a clean and safe environment was maintained. All have been installed.

- ✦ The existing 25+ year old floor tiles in Wards E/F, A/B, and C/D were removed and sheet vinyl flooring with welded seams have installed on all three wards. The sheet vinyl flooring will be easier to maintain and minimizes potential infection control issues associated with tile floors.
- ✦ SWVMHI ordered and has received

154 metal doors and hardware to replace patient bedroom doors and fire doors throughout the Bagley Building. Once installed, all bedroom doors will have a continuous hinge and passage latch. The passage latch is very similar to the latch installed on patient bathrooms except they do not have the lock capability. The continuous hinge and anti-ligature door latch reduces potential risk to those we serve and assists us in meeting Joint Commission standards.

Each of these safety enhancements present new challenges and additional work for all staff; however, once complete, will greatly improve the appearance and safety of our environment of care.

Thanks for your teamwork!

**~ Don Chisler,
Director of Physical Plant Services.**

Library Corner



Summer has come and gone, and fall is here. Time to pick your favorite book and curl up under a blanket to read. Reading isn't just for kids. Adults can enjoy a good book too! Just imagine curling up on a chaise lounge or on a couch with a great book. We have a great assortment of books here in our library for just such occasions, and if you're not going anywhere this fall, you can still go on an imaginary trip with a book.

If reading books isn't your thing, how about a book on tape? Nothing makes that long car trip or flight shorter like listening to a book, too. We have a good selection of those as well. Maybe music is more your style. We have lots of CDs and even some cassettes for that old cassette player that you thought would never have great music on again. Nights can be dull, so movies can be a great answer. We even have a pretty good selection of those. So come check out what your library has to offer.

Here are some recent additions that we have in our library:

Go Down to Silence by G. K. Belliveau

Spooner by Pete Dexter

Down River by John Hart

Coal Black Horse by Robert Olmstead

The Corner of Rife and Pacific by Thomas Savage

The Black Prism by Brent Weeks

Take the Reins by John L. Moore

Where Were You When I Needed You, Dad? By Jane Drew

Daisy Fay and the Miracle Man by Fannie Flagg

The Heart of a Father: True Stories of Inspiration... by Max Lucado

Me and the Boy by Paul Hemphill

Confessions of a Pregnant Father by Dan Greenburg

The Sea Bears by Marguerite Murray

When the Stars Begin to Fall by James Collier

Father's Day by William Goldman

Good Morning Merry Sunshine: A Father's Journal... by Bob Greene

Midnight Hour Encores by Bruce Brooks

The library would like to thank the following people for donating items:



DONATE to the LIBRARY

I am very thankful for the many anonymous cards, magazines, and books. I also

Jan Barron

Russ McGrady

Gaynelle Davis

Caroline Norris

Robert Farmer

Karla Robinson

Laurie Goral

Sharon Winebarger

thank anyone I may have accidentally left off the list.

~ **Christina Quillen, MLS Librarian**



Daylight savings time ends at 0200 on **November 6**. Staff working during this change are reminded that your timecard will reflect one extra hour, which will most likely be overtime. For any special instructions, please contact your supervisor immediately.

You do NOT have use the same time clock for your in and out punches.

Don't forget to set your clock back one hour before you go to bed!





Kronos Workforce Questions and Answers

We have seen a recent increase in the number of people who are needing help accessing their Kronos timecard. This is a good thing because it means more and more employees are reviewing their timecards, schedules, and leave balances.

But before you call to have your password reset, you should first try the “forgot my password” link, located just below the username and password fields on the logon screen. Remember those security questions you had to set up when you first logged onto Kronos? The system will ask those questions to you to give you access and then you’ll be prompted to update your password.

Can’t remember the answers to those questions or still cannot get into Kronos? Just give Cheryl Veselik a call at Ext 201, or send her an email at cheryl.veselik@dbhds.virginia.gov. She will reset your password, but please keep in mind that when she does so, your security questions will automatically be

reset to default, meaning you’ll need to set those three questions up again. Just be sure you pick questions that are easy for you to remember but hard for others to guess.

There has been some confusion about schedules in Kronos recently as well, particularly in Nursing. This is just a reminder that anything in the “next schedule period” is not final until it is officially posted by Nursing Management. They will notify staff of the official posting date. Until then, anything appearing on your schedule for dates beyond the current schedule may not be final and can still change. Questions about your schedule should be directed to your Unit Nurse Coordinator or Shift Nurse Coordinator. Questions about your timecard should be directed to your timekeeper.

Your continued patience is appreciated as the Nursing Department works through the new processes and procedures that were necessary as part of the transition from AN-SOS to Kronos Advanced Scheduler.

We also recently had some issues with Kronos and what appeared to be missing punches, as well as issues updating timecards. This occurred due to a server issue. The Kronos server is located in Richmond.

Whenever we have a Kronos outage, employees should continue to clock in and out as usual — our clocks will “hold” the punches until the system comes back on line and “collects” them into the timecard. If you saw your name appear on the clock but not on your timecard, you should report this to your timekeeper or supervisor as soon as possible so that Kronos can be notified of the problem.

If you are a nursing employee and experience issues with cost center changes at the clock, please notify your timekeeper and or the SNC on duty as soon as possible so that the clocks can be reset.

~ Kronos Implementation Team

Rehab Department News



The Rehab Department has been busy over the summer and fall.

Mental Health Awareness Day (MHAD) began early on

Thursday, May 19, with individuals we serve being shuttled to the Abingdon Higher Ed Center for the festivities. Everything went smoothly, and those who attended arrived back at SWVMHI in the mid-afternoon. Those that were not able to attend were welcomed to participate in Open Game-room, which took place in the Auditorium building that afternoon.

The May special activity took place in the gym and was organized by the facility’s Cultural and Linguistic Committee. On Thursday, May 26, individuals we serve came down to the gymnasium from 1330 to 1500 to hear the journey that took place “From England to Appalachia.” Trivia and some games from the British Isles were featured, along with tea and crumpets for snack.

The warm weather of summer allowed the Rehab Department to utilize some of our outdoor areas for group and activity use. Multiple groups enjoyed the Sensory Garden, the G Courtyard area, and the Woodshop Courtyard.

The June special activity took place on Thursday, June 16 in the auditorium gym area and the lobby porch. Slopes set up camp outside the E/F courtyard, while other festivities happened inside the gym and TV room, such as hula hooping and Karaoke. Watermelon was served as the perfect summer snack.

Group members created items that were offered for sale at the annual Arts and Crafts Festival at Hungry Mother Park. It was held July 15 through July 17, 2016. The Rehab Department broke in a new tent at the park to house our handcrafted items. Staff were offered the opportunity to purchase items not purchased at the Festival on August 9 in the Horticulture room.

The July special activity took place on Thursday, July 21. This “Summer Blast” lived up to its name, as individuals we serve took part in fun summer-themed activities and enjoyed some strawberry shortcake for snack.

August brought a new program schedule with several offerings that address needs of population, including an off-ward pet therapy group called “A Dog’s Life,” which allows participants to work and interact with our very own Walter. Several new Mindfulness-based concepts were also added to programming.

During the first week of August, Rhonda Roten, Melanie Smith, and Coreabeth Hutton attended training and are now Certified WRAP Facilitators. WRAP is the core of the Education program.

The August special activity took place on Thursday, August 25 and was entitled, “Midsummer Blues.” Individuals we serve thoroughly enjoyed singing YouTube Karao-

Continued on Page 16



OneMind Updates

Congratulations on a job well done!

Go-Live is no longer a thing of the future, but now a thing of the past. SWVMHI has been live on the OneMind system for several months now. The transition was the smoothest of all the DBHDS facilities so far. A lot of hard work, training, and preparation made the transition a success.

But just because the transition was a success, doesn't mean there won't ever be issues. If you find you have an issue, day or night, the Help Desk is just phone call away. Call **866-281-2837** with any issues concerning OneMind. Your call will be answered 24 hours a day, seven days a week by a customer-friendly representative who will assist you with your problem.

Have a "how to" question? Be sure to consult your training man-

uals, tip sheets, or OneMind Super Users.

Have a password reset request? Call the Help Desk.

Critical problems called into the Help Desk will receive immediate attention by the on-call expert paged to respond.

Non-critical problems will be triaged and included in the queue for attention by an expert the next business day.



Cake presented to SWVMHI at the most recent OneMind Roundtable meeting held at WSH in June, 2016, to celebrate success!



Go-Live

Go-Live for Wards E, F, H, I, and J occurred on Tuesday, May 10, 2016.

Go-Live for Wards A, B, C, and D occurred Wednesday, May 18, 2016.

OneMind

24/7 Help Desk

866-281-2837



**Tuesday
November 8
2016**

Virginia Polls are open from **0600 to 1900** on Election Day. Don't forget to get out and vote. Lines may be long, so please allow yourself plenty of time.

Special Gym/Game Room Activities



Consumer Empowerment
Recovery Council
(CERC)
NO MEETING



Movie Nights
November 1, 2, 7, 8, 14,
and 15, 2016
1830 to 2000



Patient Activity Council
(PAC)
NO MEETING

Birthday Party
November 30, 2016
1830 to 2000
No Café



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

"Thanksgiving/Veteran
Celebration"
November 17, 2016
1330 to 1500



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.

Thank you and your staff, for the excellent care my son received during the approximately two months he was there. Thanks to, your staff, and local mental health staff, my son is now living in an assisted living facility with a case manager, medication management, and medical care. Thank you for your compassionate understanding and care.



~ Father of a former individual served by SWVMHI

November Days to Celebrate

"Off the cuff" November holidays to celebrate:

November 4

Punkin Chunkin Day

November 6

National Nachos Day

November 11

Origami Day

November 14

National Pickle Day



November 16

National Button Day

November 19

Rocky and Bullwinkle Day

November 21

World Hello Day

November 25

International Hat Day

November 29

Square Dancing Day





Staff Development

Take advantage of Training Opportunities in November

When: November 10, 1515 to 1615
Where: Dogwood Classroom
What: EAP Presentation—Managing Your Money

The Joint Commission Breakfast Briefings will be held on the following dates in November:

- November 3 — Provision of Care, Treatment, and Services
- November 10 — Rights, Responsibilities, Transplant Safety, Waived Testing
- November 17 — Medical Staff
- November 22 — Performance Improvement

All Breakfast Briefings are held in the AB Classroom from 1000—1115.

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

NOTE: The Knowledge Center will be transitioning to the new Virginia Learning Center. Look for notices in your email soon.

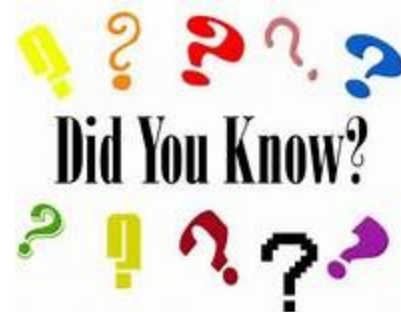
Just for Fun — Did you Know?

Just for a little fun, check out some of these fascinating facts and interesting stories:

- Do you know the names of the three wise monkeys? They are: Mizaru (See no evil), Mikazaru (Kikazaru – Hear no evil), and Mazaru (Iwazaru – Speak no evil).
- The fourth wise monkey is called Shizaru (Do no evil).
- Barbie was introduced at the New York Toy Fair on 9 March 1959; her real name is Barbie Millicent Roberts and her parents are Ruth and Elliot Handler. Barbie has four sisters: Skipper (1964), Stacie (1992), Kelly (1995) and Krissy (1995).
- Ken, Barbie’s boyfriend, debuted in 1961. Unfortunately, they split up on Valentine’s Day 2004.
- A fathom is 6 feet (1.8 meters).
- For 3000 years, until 1883, hemp was the world’s largest agricultural crop, from which the majority of fabric, soap, paper, medicines, and oils were produced.
- George Washington and Thomas Jefferson both grew hemp. Ben Franklin owned a mill that made hemp paper. The US Declaration of Independence was written on hemp paper.
- The oldest inhabited city is Damascus, Syria.

- The pin that holds a hinge together is called a pintle.
- The Vatican is the world’s smallest country, at 0,16 square miles (0,44 square km).
- Some 160 billion emails are sent daily – more than 2 million per second – by 1.2 billion email senders, of which 97 percent is spam.
- About 50 percent of Americans live within 50 miles of their birthplace. This is called propinquity.
- Due to earth’s gravity it is impossible for mountains to be higher than 49,000 feet (15,000 meters).
- The pleasant feeling of eating chocolate is caused by a chemical called anadamide, a neurotransmitter which also is produced naturally in the brain.

~ <http://didyouknow.org/fastfacts/trivia/>



November Lunar Phases



November 7
First Quarter

November 14

Full Moon also called “Beaver Moon” by Native Americans of New England and the Great Lakes because at this time of year, those little beavers are industriously preparing for winter.



November 21
Last Quarter

November 29
New Moon



PERSONNEL CHANGES*

Role Changes

Jagdeep Wander, PI4 MOD to full time Attending Psychiatrist	May 25
---	--------

Retirements

Jasper Lee, Psychiatric Care Technician	Jun 1
---	-------



MONTHLY PATIENT CENSUS

September 2016
Admissions 78
Discharges 89
Passes Average 4
Daily Census
164



Rehab Department News *continued*

ke in the TV room, playing slopes, and taking part in the refreshing ice cream snack.

A new group introduced in September was “Physically Mindful,” which provide an intermediate level of exercise for participating individuals. Its participants will learn skills to help them be physically active, develop new coping skills, as well as learn healthy and productive tools to manage stress and hyperactivity. This group will also provide education on designing and maintaining routines and how this translates into daily life.

The September special activity was organized by the Occupational Therapists and was entitled, “All Things Fall.” It took place on Thursday, September 22, in both the morning and afternoon in the Sensory Garden. There were many activities to enjoy, such as slopes, pumpkin ring toss, tabletop football, sensory bins, a pumpkin decorating contest, and apple relays.

In October, the “Community Integration” group hosted a sale on Thursday, October 13, in front of the employee café. Decorations featuring sports team logos and fall décor were sold.

The October special activity was organized by the Cultural and Linguistic Competency Committee, entitled, “Sports Around the World.” It took place on Thursday, October 20 in the gym.

The “Garden and Grounds” and “Work Crew” groups have been hard at work in the outside gardens this summer and fall. Their labor is still evident in the lovely flower beds. Please stop by and admire their hard work. We should all see the fruits of their work in the vegetable garden very soon. Be on the lookout for produce available from this group.

The R-CERC met throughout the summer and fall, at Hungry Mother State Park, with several staff and individuals we serve participating.

The Rehab Department would like for the entire facility to join us in welcoming our newest staff members:

- [Stacie Blevins Jackson](#), Wellness Rehab Specialist
- [Lori Heyward](#), Recreation Rehab Specialist.

Please also join us in congratulating [Rhonda Roten](#) on her role change to Education Rehabilitation Coordinator.

We are excited and wish them much luck in their new positions.

~ **Emily Lockhart**
Wellness Rehab Coordinator



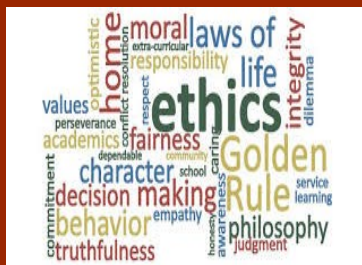


Upcoming Ethics Classes Michael Gillette

Dr. Gillette has confirmed that he will be here on the following dates for the coming fiscal year:

- ◆ December 8
(February 16 in case of inclement weather)
- ◆ March 23, 2017
- ◆ May 25, 2017

Please mark your calendars now. Topics will be announced closer to each visit, so please be on the looking for additional information in your email soon.



Employee Referral Program

DBHDS Central Office has received approval for all mental health facilities to implement a Referral Program for Psychiatrists and Registered Nurses (RNI & RNII roles). The Referral Program is intended to encourage our current employees to refer individuals as applicants for these critical positions, and it is an exceptional recruitment and retention incentive option in the Salary Administration Plan. A copy of the program is available from the Human Resource Office.

All classified employees are eligible to receive a referral bonus except: HR staff, Department Heads (CNEs for RNs and Medical Directors for Psychiatrists); hiring managers/supervisors (if known at the time of recruitment), job fair recruiters, and interview panel members. Wage and contract employees are not eligible.

Process

An employee who wishes to make a referral should forward the Notice of Referral form to the Human Resource Office prior to the candidate moving through the recruitment process. This form is available on the Intranet under Human Resources – Forms. Human Resources will confirm the referral in writing.

The applicant must list the referring employee’s name as their referral source when applying for the position in RMS.

Once an applicant is hired and begins work, the Human Resource Office will

obtain authorization for the referral payment, verify the referring employee’s eligibility, and forward this information to Payroll for processing. The referring employee must be in active employment status at the time of the payout to receive the bonus payment.

Payout terms of the referral bonus

Eligible employees who refer a Psychiatrist will receive a payout of up to \$5,000 in one lump sum, 30 days after the Psychiatrist begins employment. Eligible employees who refer a RN will receive a payout of up to \$1,500 in one lump sum, three months after the RN begins employment.

If the new referred employee voluntarily or involuntarily leaves employment before the required 30 days or three months, the referring employee will not be eligible for the bonus payment. The employee is responsible for any applicable taxes. A “Frequently Asked Question” sheet is also available from the Human Resource Office and will be updated with new or ongoing questions.

Please contact any member of the Human Resource Team at Extension 204 if you have questions concerning this new program.

**~ Joey C. Sword
Human Resource Manager**

Don't blame the bird: You stuffed yourself, and now you're feeling sleepy, very sleepy. But it isn't the tryptophan in the turkey. In fact, chickens have more tryptophan. You're groggy because you overate. And digesting all that grub takes a lot of energy.

Word Search



Just for fun, how many of the following words can you find related to Thanksgiving?

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

- blessings
- cranberries
- feast
- gather
- harvest
- leaves
- parade
- pumpkin pie
- stuffing
- turkey
- celebrate
- family
- football
- gravy
- holiday
- mashed potatoes
- pilgrims
- spices
- Thanksgiving
- yams



Random Acts of Science



It has been a summer of science for the adult education class at SWVMHI! Students have been introduced to the scientific method and have learned new terms and important safety considerations for conducting experiments. Students have been guided through the process of formulating a question and then designing and carrying out a procedure.

One of our first lessons was on states of matter, learning the different properties of water in the states of solid, liquid, and gas. Using cups of water ranging from ice cold to room temperature to hot allowed a demonstration of conductivity of heat in different substances and led to a discussion of how we choose materials for a particular

purpose, such as metal for frying pans and wood for handles. We made a prediction, or hypothesis, before touching the handle to see whether there was a temperature change brought about by the other end of the implement standing in water.

A sprouting walnut gave students the opportunity to use their creative talents to draw a picture showing the stem emerging from the split seed. This life science activity showed students that scientists often draw a sketch of something they observe.

Accidentally pour salt into your pepper shaker? An experiment showed how static electricity, easily generated with a plastic spoon and woolen glove, could be used to separate a combination of kosher salt and pepper. What looks like magic is actually a demonstration of a natural phenomenon.

How can a boat float? How can it support passengers and equipment? An experiment with a container of water, a plastic bowl, and quarters showed how to

calculate the mass that the plastic "boat" could bear before sinking. Mathematical calculations showed that the mass of the quarters was approximately equal to the mass of the water that the bowl could hold.

A walk through the sensory garden and the courtyard enabled us to observe bees and butterflies feeding and also spreading pollen. We noticed the seeds that were forming in late summer and compared their shapes and sizes. We noted that some plants must be started from seed every year, while some plants return year after year. We took notice of the plants that attract hummingbirds and butterflies, and viewed a Power-Point presentation to learn more.

Students have benefited from the hands-on activities and observation, so we plan to continue incorporating science into our meetings as the seasons change.

~ Sharon Hutchinson
Adult Education Instructor

Thank You!

I have been meaning to send this to you for some time. I just wanted to briefly express my appreciation and the appreciation of my entire family for the exceptional care provided to dad while he was at SWVMHI. The job you do is incredibly difficult, but you and all of the staff do it so well! It truly is a calling for you and your folks and not simply a job. Dad is

adjusting to his new living situation, but if it were possible, I would send him back to SWVMHI in a minute! The level of care, cleanliness, and concern is heads and shoulders above what he receives in the private nursing home. Please pass along to all of the ward staff for getting dad's medication so right. My deepest gratitude...people such as yourselves remind me there are still good people in this world. Thank you so very much!

~ Family of Individual, formerly residing on Wards E/F



Virginia Prescription Monitoring Program (PMP)



Virginia's PMP is a secure, online system that provides licensed healthcare practitioners access to a patient's Schedule II through I prescription history. The system allows a practitioner to determine the patient's treatment history concerning use of controlled substances. That information can minimize the risk of duplicating prescriptions and can eliminate potential illegal activity.

Virginia's PMP began in September, 2003, as a fax-based system covering only Schedule II prescriptions in Virginia's southwest region. In 2006, Virginia's PMP was extended statewide and began using a web-based operation. In 2006, the requirement was reporting of all Schedule II, III, and IV controlled substances dispensed by both resident and non-resident pharmacies as well as dispensing physicians. The system was unavailable on evenings, nights, and weekends.

In October, 2009, Virginia's PMP began utilizing automated software that provided access 24/7. Ease of use and greater availability prompted a huge growth in the program. By 2013, the program was processing more than a million requests for the year. In 2015, there were 4.8 million requests.

The majority of states, including Virginia, require weekly data submission. The law governing Virginia's PMP is found in Chapter 25.2 of Title 54.1 of the Code of Virginia. Regulations governing the program are found at 18 VAC 76-20-10 et seq. Ralph A. Orr, director of Virginia's PMP notes that new legislation that will be effective on January 1, 2017, changes the data submission requirements to reporting within 24 hours of dispensing.

Orr relates that Virginia's PMP is interoperable with 19 of the 31 states that are currently sharing PMP information across state lines to aid in combating prescription drug abuse. States that share with Virginia include the border states of Tennessee, Kentucky, West Virginia, and Maryland.

Caroline Juran heads the Virginia Board of Pharmacy. She spoke recently to Virginia Child Protection Newsletter (VCPN) staff. Juran notes that, in Virginia, deaths due to drug overdose now outnumber motor vehicle fatalities. Virginia's PMP is a tool to help practitioners determine that medication is being used appropriately. There is reason to be hopeful that PMP systems can be effective. Efforts to reduce the nonmedical use of prescription pain medications have shown some success, as demonstrated by declines between 2009—2010 and 2010-2011 in nonmedical use of those ages 25 or younger (SAMHSA, 2013).

Virginia's PMP was selected to be part of a 2013 National Governor's Association Center for Best Practices Initiative for combating prescription drug abuse.

For more information on Virginia's PMP, contact Ralph Orr, Program Director by E-mail: pmp@dhp.virginia.gov or visit the website at www.pmp.dhp.virginia.gov.



Be so Happy
that when others
LOOK at you
they become
Happy too.



**Southwestern Virginia
Mental Health Institute**

Address: 340 Bagley Circle
Marion, Virginia 24354
Phone: 276-783-1200
Fax: 276-783-9712



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

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

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

The next newsletter will be published December, 2016.