

# A View From The Hill

DECEMBER, 2017

## From the Director

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### Hidden

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



### EMPLOYEES OF THE QUARTER



**Loretta Shupe** was nominated as Employee of the Quarter due to her exemplary work and performance during

the absence of her counterpart, Brittany Blevins. Loretta is a Nursing Scheduling Technician for the Nursing Department and works primarily on 2nd and 3rd shifts (1630-0100). When Brittany went out on maternity leave, Loretta stepped up to the plate and kept the everyday work flow running smoothly. Loretta has been willing and able to learn more about the details of scheduling and the timekeeping in order to assist the nursing department in these areas. Loretta has been extremely flexible with her schedule and has worked extra to cover the needs of the department to meet expected deadlines in a timely manner.

Loretta has gone above and beyond expectations and has kept a positive and up-beat attitude. Loretta has demonstrated self-initiative, leadership, excellent communication, and has made an amazing positive impact within the nursing department. Thank you Loretta for being so depend-

able and ensuring the scheduling department stayed on task during Brittany's absence!



**Kimberlee Hubbard** was nominated for Employee of the Quarter. Her nominator wrote: "In my

position, I have the opportunity to work with Kimberlee quite a bit. I am constantly astounded with the volume of work that passes her desk and that she is required to handle and coordinate. She posts job openings, screens applicants, answers countless questions, schedules interviews, greets and coordinates interviewees, calls and recalls for references, puts together hiring packets, and on and on. I know that all of these things are her job, but she handles everything extraordinarily well and always with a pleasant, positive attitude. With the volume of recruitment at the facility, just the ability to schedule interviews and keep all the applicants straight must be quite a task.

She does all of this with a smile and pleasantness about her that

makes her a joy to work with. She always follows up and gets back to me on any question as soon as she has an answer. She knows the definition of internal customer and does a great job of taking care of hers. She makes a great first impression on all of our applicants, and I feel she is a great representative of the facility for anyone potentially coming in. She would make an excellent choice for Employee of the Quarter. Thank you Kimberlee!



# Veterans Day Observance—Nov. 8, 2017



## SWVMHI Staff Veterans

RJ Pasco

The following are SWVMHI staff member Veterans, who were all honored and received a gift card as a token of our thanks for their service:

Steve Perry

Natasha Smith

Jennifer Snow

Michel Stockburger

James Story

Don Bonham

Sean Carrigan

Brian Combs

Jonathan Davis

Augusta Derrick-Saucer

Robert Farmer

James Hagy

Keith Hart

Everett Jones

Edwina Lambert

Shaun May

Max McClure

Bill McDowell

Kenneth Miller

Aaron Osborne





# Need \$1,500? How about \$5,000?



Refer a  
Registered  
Nurse or a  
Psychiatrist!

## Who's Eligible:

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.

## 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 **Registered Nurse (RN)** will receive a payout of up to **\$1,500 in one lump sum, 3 months** after the RN begins employment.

## Process:

1. 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.
2. The applicant must list the referring employee's name as their referral source in RMS.
3. 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.

Contact: Human Resources at 276-783-1204 or Ext. 204 about the Referral Bonus Program.



## Festive Facts About Christmas

- Norwegian scientists have hypothesized that Rudolph's red nose is probably the result of a parasitic infection of his respiratory system.
- The Germans made the first artificial Christmas trees out of dyed goose feathers.
- All the gifts in the Twelve Days of Christmas would equal 364 gifts.
- Two weeks before Christmas is a popular time for breakups.
- According to the Guinness world records, the tallest Christmas tree ever cut was a 221-foot Douglas fir that was displayed in 1950 at the Northgate Shopping Center in Seattle, Washington.
- Christmas trees have been sold in the U.S. since 1850.
- Christmas trees usually grow for about 15 years before they are sold.
- Alabama was the first state in the United States to officially recognize Christmas in 1836.
- Christmas wasn't declared an official holiday in the United States until June 26, 1870.
- Oklahoma was the last U.S. state to declare Christmas a legal holiday, in 1907.
- Wassail is from the Old Norse *ves heill*, meaning "good health."
- It is estimated that the single "White Christmas" by Irving Berlin is the best selling single of all time, with over 100 million sales worldwide.
- Approximately 30-35 million real (living) Christmas trees are sold each year in the U.S.
- Christmas shopping makes up 1/6 of U.S. retail sales.
- Tiny Tim in Charles Dickens' classic novella *A Christmas Carol* was almost named "Little Fred."



## DSP Update

The Department of Behavioral Health and Developmental Services (DBHDS) and SWVMHI offer all Psychiatric Care Technicians (PCT) the Direct Support Professional (DSP) Career Pathway.

This program provides a method to assist PCTs improve services through experience, training, and development opportunities. Through a structured three-tier program, PCTs are provided career growth opportunities that improve the overall competency levels, lead to a more positive workplace environment, raise morale, and improve both recruitment and retention measures.

SWVMHI recognizes the essential role that each PCT contributes to deliver high quality service to the individuals and families served. SWVMHI also has active participation in this program and wishes to recognize and congratulate those PCTs who recently completed a tier of study and qualified for the bonus payout issued in December 2017:

Level I: Louetta Carnell, Crystal Kroening, Jared Riley, and Kaitlyn Tickle

Level II: Morgan Armstrong and Marcy Meadows

Congratulations to all DSP participants!



The CVC Silent Basket Auction was a huge success...  
THANK YOU ALL!

The total amount raised  
from the auction was  
**\$1,539.76 WOW!**

And the winners are:

*Ages 3-11 Children's Games and Activities* – **Joseph Guthrie**  
*Faith-Hope-Love Wall Hanger* –  
**Nancy Riegel**  
*Harry Potter* – **Glenna Dickerson**  
*Homemade Self-Care* – **Cindy Jones**  
*3 Lenox Rabbits* – **Amanda Blevins**  
*Bowl of Goodies* – **Joey Sword**  
*Hope and Strength Love Basket* –  
**Rhonda Cress**  
*Date Night* – **Christy Hayton**  
*Merry Christmas* – **Augusta Saucer**  
*Christmas Candy #1* – **Tracy Gobble**  
*Gift Board Bonanza* – **Katy Carnett**  
*Winter Comfort* – **Augusta Saucer**  
*Christmas Cookies* – **Leslie Warden**  
*Let's Go Camping* – **Ron Parsons**  
*Tennessee Vols* – **Joey Sword**  
*Coffee* – **Deja Edwards**  
*Holiday Baking* – **Beka Croson**  
*Cold Outside* – **Kayla Davidson**  
*Dashing Snow* – **Maggie Carter**  
*Get Your Jingle On* – **Betty Clapp**  
*Quilt* – **Merle Obregon**  
*Pimp My Ride* – **Sherri Hall**  
*Queen for a Day* – **Cheryl Landis**  
*Italian* – **Karla Robinson**  
*Spa Time* – **Betty Clapp**  
*Cooks Delight* – **Renee VanDyke**  
*Family Movie Night* - **Amanda Blevins**  
*Wonderful Time* – **Angie Sykes**  
*Christmas Movie Night* –  
**Maggie Carter**  
*Smells Like Christmas* – **Jill Buttery**

*Home for Christmas One* – **Angel Smith**  
*Gone Fishing* – **Penny Russell**  
*Christmas Candy #12* – **Michelle West**  
*Artist* – **Danielle Grogan**  
*Christmas Candy #2* – **Tracy Gobble**  
*Home for Christmas Two* – **Mary Dotson**  
*Calgon* – **Angie Sykes**  
*Go Vols Candy #7* – **Christy Hall**  
*Large Chocolate* – **Michelle McCloskey**  
*Large Fruity Bag* – **Cheryl Veselik**  
*Grill* – **Eric Rhodes**  
*Reeses* – **Sonja Pruitt**  
*XL Chocolate Bag* – **Joey Sword**  
*Tupperware* – **Rhonda Cress**  
*Candy #33* – **Michelle West**  
*Christmas Candy #11* - **Linda Aistrop**  
*Christmas Candy #8* – **Diann Burnette**  
*Christmas Candy #6* – **Michelle Roberts**  
*Christmas Candy #5* – **Diann Burnette**  
*Christmas Morning Breakfast* –  
**Tangie Rose**  
*Christmas Candy #4* – **Michelle McCloskey**  
*Christmas Candy #3* – **Tiffany Combs**  
*Christmas Candy #10*- **Michelle West**



Census

**MONTHLY PATIENT**

**CENSUS**

**Nov 2017**

Admissions 60

Discharges 66

Passes 29

Average Daily Census 163



Correction for article entitled Preceptors: A Vital Role (published in November 2017 newsletter)

Dawn O'Neal, RNCB, is the Head Nurse for ERS, third shift. She is not a RNCA as listed in the preceptor class participants.



# Healthy Recipe to Try



## THANKSGIVING SALAD WITH APPLE CIDER VINAIGRETTE

SERVES 4

### INGREDIENTS

- 10 oz. Arugula, spinach, or baby kale
- Roasted butternut squash
- 1 cup toasted pecans, almonds or walnuts
- 1/2 cup dried cranberries
- Apple cider maple vinaigrette (recipe follows)
- 16 oz. Leftover Thanksgiving roasted turkey
- Freshly grated Parmesan cheese (optional)



### VINAIGRETTE

- 1/2 cup apple cider vinegar
- 1 1/2 cups extra virgin olive oil
- 1/2 cup maple syrup
- 1/4 tsp. Dijon mustard
- Salt and pepper to taste

In a small bowl, mix apple cider, maple syrup, and Dijon mustard.

Whisk in olive oil slowly until mixture is completely emulsified. Add salt and pepper to taste.

### ASSEMBLY

Place the greens in a large bowl, add the roasted squash, cranberries, toasted nuts, and roasted turkey. Sprinkle vinaigrette over salad. Add freshly grated parmesan cheese.



Recipe by  
Jessica Rodriguez



# THANK YOU

I just wanted to take some time to tell you how great your team is on CD! You have no idea how much you have impacted my life, and I am so grateful for my care I received there. My life has changed for the better because of the nurses, techs, doctors, cleaning crew, chaplain, staff, and the hair dresser. Thank you to Team C!

You all are so special to me and I will always keep you in my thoughts. I might have lost part of my life to this illness, but I have also gained a lot too — you!

Love you all!!!

Sincerely,

Former Patient  
Ward C

*Editors Note: This is an excerpt from a long letter of thanks from an individual served by the C Team.*

# Welcome Aboard!

Please welcome the newest additions to the SWVMHI Team!

November 25, 2017

December 10, 2017

November 10, 2017



From Left to Right: Connie Minton, House-keeping; Leslie Parsons, Psychiatrist, B-Team; Danielle Frye, PCT, Ward J; David Frye, Security Office Senior; Cheryl Landis, PCT, Ward A/B; Hope Henson, Edu. Rehab Spec.; Regina King, RN, Head Nurse, Ward J; Michelle Tirado, Food Svc. Tech.; Harley Rose, RN, Ward J.



Demetrius Miller, Food Svs. Tech.



From Left to Right: Abigail Coley, PCT, Ward A/B; Matthew Mooror, Vocational Rehab Coord.; Christy Armstrong, Food Svs. Tech; Willy Powers, PCT, Ward A/B; Julia Tate, LPN, Float.



## SWVMHI Mission

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

# Rehab Department News



This year's autumn has been rather mild, a fact of which the Rehab Department has taken full advantage — hosting group meetings

outside in the warm fall sun, using the abundant and colorful leaves for inspiration and material in projects, and allowing the steady progress of change outside to motivate the change we seek inside. Yet, despite the weather neglecting to show signs of it, the holiday season is upon us.

The department's annual Christmas Market was held on Thursday, December 7, from 0300 to 1530 in the auditori-

um. This event is a great opportunity for staff members to participate in holiday shopping, to get a glimpse of the creativity fueled by Rehab groups, and to support our department in future endeavors.

In contrast with last year, Operation Santa Claus will not be taking place. Instead, ERS patients are working closely with their Treatment Teams to create and fully realize their own personal Christmas Wish list. Those residing on our Geriatric and Admissions units will be receiving care packages that will prove useful while at the facility and also after discharge.

This month's special activity, "Environmental Wellness: Leaf Your Mark," was part of the Cultural and Linguistic Competency Committee's facility-

wide initiative, which focuses on one of eight dimensions of wellness per quarter. Environmental wellness will still be focused on until the end of December, and then our focus will switch to Intellectual Wellness. Be on the lookout for ways you can be involved!

~ **Emily Lockhart,**  
**Wellness Rehab Coordinator**



# Portable Heater Safety At SWVMHI

Portable heaters have become commonplace in many worksites. While they are a welcome addition to a cold office, they do present safety concerns that require consideration during use. Our facility in particular has “special needs,” as the electrical capacity of a given office is often not enough to support all the devices in use, resulting in a thrown breaker and loss of productivity/computer function until maintenance personnel can effect repairs.

With this in mind, the following rules should be observed at all times:

- \* Space heaters are strictly prohibited in patient care areas, as noted in SWVMHI Policy 2052.
- \* All space heaters must be inspected and approved by Physical Plant Services personnel prior to being put into service.
- \* Only ceramic space heaters should be utilized, based on their safety and efficiency.
- \* If an office contains multiple appliances (heater, coffee pot, and/or microwave), they cannot be operated simultaneously — only one may be in operation at any given time.
- \* If you purchase a space heater for use in your workspace, keep the receipt and the box just in case it doesn't pass inspection. You can

always return it and buy a safer model.



## COMMON SENSE STUFF:

- \* Don't stand on your space heater—it's not a step ladder.
- \* Don't try to turn it sideways or operate it in a tight space — they are “space” heaters and require clear “space” to operate correctly.
- \* Don't place anything on top of the cord or operate the heater if the cord is visibly damaged.
- \* Never place your heater in an elevated position (on a chair, table, desk, etc. They can be knocked over or fall, creating the potential for both injury and fire.
- \* Don't place a fan in front of a portable heater, as this creates a situation in which the fan may overheat, melting or sparking a fire on its own.
- \* Don't place anything damp on a space heater with the intention of drying it out. The risk of fire goes up exponentially.

- \* Never leave a heater unattended when it is running. Always turn it off when you leave the area, even if it is only for a few minutes and especially at the end of the day!

Keep in mind that the use of space heaters should only be required during extreme cold weather events. If you find that your area is staying cold enough to warrant daily use of a heater, please notify Maintenance at ext. 221, so adjustments/corrections can be made to the HVAC system.

By adhering to the above rules and guidelines, we should all be able to stay toasty warm and enjoy a **SAFE** cold weather season at the same time.

Thank you for your cooperation!

Submitted by:  
the Safety Committee







## READ A BOOK MONTH

**December** is read a new book month. This event is not just to promote reading in general, but also to encourage people to stretch themselves as readers. It can mean trying out a new author or genre, or going back to finish a book that was too long. As a librarian, I see people every single day who read the same author or the same genre and never ever go outside of their favorites. This is a great opportunity to try something completely different. It can also mean trying books in a different format. For instance, if you don't have time to read because of a long commute, maybe audio books could open up a whole new world to you.

Although, this month is very busy, the cold weather and shorter daylight hours can lead to more time indoors, and that allows time for reading. I have always found winter to be the best time to read a lot because it's harder to get outside and do other things. December is a great time to start reading because most people get some holiday time off of work. Also, in December, we get and give gifts so if you get a book that isn't your usual favorite, you could give it a try and see if you might like it. It could surprise you. If you don't like it, you can pass it on to someone who might try it and think it's great.

Recent polls have shown that the average American doesn't read very much, about one book per month is high. The median is more like five per year. So this is a great event to celebrate and encourage reading. Our library can help with this goal by providing a wide variety of books to both the individuals we serve and staff.

### Donations

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

Rebecca Sexton	Charlotte Carter
Cindy Blevins	Dr. Sarah Hazelwood
Laurie Goral	Sharon Winebarger
Caroline Norris	Jennifer Cannon
Jan Barrom	Sheila Thomas
Melanie Smith	Ashley Privett
Lesu Cole	

Also, we are very thankful for the many anonymous cards, magazines, and books, and to anyone I may have accidentally left off the list.

### New Books:

This is a list of new books the library has recently received.

Title	Author
Salvage the Bones	Jesmyn Ward
Hero of Hacksaw Ridge	Booton Herndon
The Guernsey Literary and Potato Peel Pie Society	Mary Ann Shaffer
Two Old Women	Velma Wallis
Twelve Years a Slave	Solomon Northup
Incidents in the Life of a Slave Girl	Harriet Jacobs
Laced	Carol Higgins Clark
The Witness	Sandra Brown
The Obsession	Nora Roberts
The Broken Window	Jeffrey Deaver
The Heart of a Woman Who Prays	Elizabeth George



# Special Gym/Game Room Activities

Dec. 25, 2017  
Christmas Day



Movie Nights  
Dec. 4, 5, 11, 12, 18,  
19, 2017  
1830 to 2000



No Game Room activities for the following dates:  
Dec., 22, 25, 26, 27

No CRS Groups for the following dates:  
Dec. 6(pm), 7, 21, 22(pm), 25, 2017

Birthday Party  
Dec. 27, 2017  
1830 to 2000



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

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.

**DID YOU KNOW . . .** December is the 12th and last month of the year in the Julian and Gregorian calendars. And one of seven months with the length of 31 days. December starts on the same day of the week as September every year and ends on the same day as April every year. It is the month with the shortest daylight hours of the year in the Northern Hemisphere, and the longest daylight hours of the year in the Southern Hemisphere. December in the Northern Hemisphere is the seasonal equivalent to June in the Southern Hemisphere and vice versa.

## DECEMBER

### December Days to Celebrate

“Off the cuff” December holidays to celebrate:

- December 2  
National Cookie Day
- December 9  
Gingerbread Decorating Day
- December 14  
Monkey Day
- December 15  
National Ugly Sweater Day
- December 21  
Humbug Day
- December 25  
Christmas
- December 30  
Bacon Day



# Word Search



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

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

ANGEL

CHRISTMAS

DECORATE

GIFTS

ICE

NOEL

POINSETTIA

RUDOLPH

SANTA

SHOVEL

SLED

SNOW

SNOWMAN

WREATH

"Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas." ~ Calvin Coolidge

# Staff Development

## Take advantage of upcoming Training Opportunities

- ◆ **For Supervisors Only– Jan. 5**, All supervisors are welcome! 0900-1200, in Dogwood Room. Must sign up.
- ◆ **Intro to Mental Illness—Jan. 16**, 0830-1200, in the Dogwood Room.
- ◆ **NEW Direct Care Staff ONLY– Dysphagia—Jan 24**, 0900-1200, in the Dogwood Room.
- ◆ **CPR Instructor Training—Jan. 29**, 0830-1700, in the Commonwealth Room.
- ◆ **MANDATORY CAIs due in December:** DBHDS Annual HIPAA Training 2017 & DBHDS—SANS IT Privacy Training 2017

**Sign up in advance with Patricia Evans - call Ext. 854.**  
 Log onto the new Virginia Learning Center (VLC) by going to <https://covlc.virginia.gov> and use your Employee ID (minus the preceding zeros) and your Knowledge Center password. Questions should be directed to any member of the Training Department.



# December Lunar Phases



Third Quarter Moon  
December 10



Micro Moon  
December 18



First Quarter Moon  
December 26



Super Moon "Wolf Moon"  
January 1, 2018



Taking a moment from serving Christmas Meal to Employees for a photo: (left to right) Cynthia McClaskey, Director; Patton Graham, Special Justice; Amanda Currin, Assistant Director; and Russ McGrady, Clinical Director.

