



Patients and staff have come together to create the Wellness Initiative Network, a peer-support group focused on making sustainable, healthy lifestyle changes.

For many, peer supports key to making healthy lifestyle changes

Making lifestyle changes can be difficult, but as a group of OSH patients is discovering, it's not quite as challenging with the support and encouragement of your peers.

The Wellness Initiative Network, or WIN, is a growing group of patients and staff who are building a peer support network focused on making healthy changes in their lifestyle – something many people struggle with on their own.

“[Trying to accomplish something] by yourself works for some people, but for most of us, it's just so much more effective to have somebody to work with,” patient Luke Walters said, describing the premise of the group.

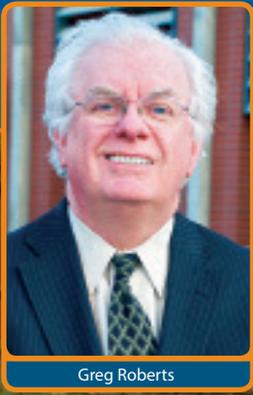
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OSH Recovery Times

is edited by Robert Yde.
Contact him at 503-947-9982
with questions, comments or suggestions.



Message from the superintendent

Dear OSH Team:

Last spring, I announced a future-state plan for Oregon State Hospital that would result in a fundamental restructuring of our treatment programs. As we began examining some of the major changes that would affect OSH in the coming years — the closures of Blue Mountain Recovery Center and POSH, and the opening of Junction City — we began asking ourselves, “How can we use these changes as an opportunity to further improve the hospital?”

The more this question was discussed, the more apparent it became that we could be doing even more to improve the way we were delivering treatment. Rather than having treatment programs based solely on their location in the hospital, we took this opportunity to reset and restructure our programs around specific patient populations’ legal status and each of these populations’ unique needs.

While we believed this new structure would greatly benefit both our patients and staff, it would require 10 units to relocate and three more to open by the end of the year — obviously, no small task.

As we enter December, just seven months later, that future-state plan is now our current state. What we have accomplished this past summer and fall is nothing short of amazing. To put it into perspective, just think back to those initial moves from the old hospital into the new facility. While in the end those moves were successful, they were also difficult and stressful. As I talked with staff and patients involved in our most recent moves, I kept hearing the same thing: “It was smooth as silk.”

I would like to thank everyone who had a hand in making these moves so successful. From those in charge of planning, to the warehouse staff responsible for the physical move, to the facilities and housekeeping staff that prepared each unit, to the direct care staff and their supervisors, we could not have done this without each of your contributions.

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Message from the superintendent

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So many people played a part in this process, but there are just a few I would like to especially thank. I apologize to anyone I may have missed.

Pathways Program

Tiffany Bergerson
Damion Blair
Matt Clark
Josh Eggert
Marilyn Florin
Michelle Giblin
Angela Landers
Janice Lent
David Peckfelder
Angela Poirier
Chris Raikes
Lindsey Sande
Heidi Scott
Corinna Strouse
Renee Treasure
Tammy Walker
Kristen West

Archways Program

Christie Gallegos
Linda Green
Carolyn Huff
Melody Leinenbach
Marilyn McNulty
Kathleen Park,
Melissa Schrepel
Mesme Tomason
Christine Walker
Ashley Yokota

Transition Team/ Replacement Project

Nichole Bathke
Megan Eagelson
Bwalia McCormick
Moriah Perdue
Kayla Vanhoose

Crossroads Program

Kendra Bartelmez-Forster
Teri-Lyn Bell
Vince Boaz
Cherie Douglas
Lori Martin
Elizabeth Phan
Don Reisner
Diane Wyss

Purchasing

Lori Hackwell
Nancy Holman
Dave Marsland

Admissions

Aaron Baer
Brian Walker

Bridges Program

Dorothy Boggess
Nancy Frantz-Geddes
Therisa Henthorn
Chattie Miranda
Elaine Roper

Operations

Mike Larimer
Ron Brinlee
Clayton Creasy
Debbie Granum
Dale Jones
Eric Kyllingmark
Bill Relyea
Kent Wimmer
Gary Woelfle

OIS

Brad Groshong

With these moves now behind us, we can turn our attention and resources to other areas, such as preparing for the final patients transferring from BMRC, hiring and training for Junction City, and as always, continuously striving to improve patient care and safety.

There are more initiatives to come in 2014, but we'll wait for the New Year to address them. For now, I hope that each of you can take a well-deserved break and enjoy the holiday season. Thank you again for all that you do.

Sincerely,



Greg Roberts
Superintendent

WIN provides support, encouragement

Continued from page 1

The idea of offering patients an opportunity to participate in a peer-driven wellness program came out of the hospital's Wellness Committee. The goal was, by working with peers, patients interested in participating in the group would be motivated to develop and practice healthy habits and activities.

"Physical fitness and nutrition are areas that impact our quality of life, happiness and mental functioning," said Kris Wright, a rehabilitation therapist and co-leader of the group.

Toward the end of September, the group began meeting informally once a week immediately following the afternoon treatment sessions. Group members were asked to identify their personal goals, the steps they would need to take to achieve their goals, supports available to them, potential barriers, and their confidence in their ability to achieve their goals.

According to Wright, the goals were wide-ranging, which reinforced the idea that nearly any positive lifestyle change correlates to improved overall health. Examples of goals included: improving mind-body wellness, working toward recovery, lowering cholesterol, losing weight, getting back into shape, learning to cooperate with peers, setting goals and overcoming depression through friendship and engaging in activities.

While both staff and patients participate in the group, WIN is primarily patient led. Wright noted that this is important because it provides patients with the opportunity to plan, organize and initiate their own ideas — skills that they'll need as they work toward returning to life in a community setting.

Dana Sword, a patient in the Bridges' cottage program, said that while he appreciates that much of the planning is left to the patients, he is just as thankful for the additional time, resources and support he is receiving from staff with knowledge directly related to his goals.

"I'm working on lowering my cholesterol, and being able to work with a dietitian outside of treatment mall has been nice," Sword said.

For Bruce Russell, WIN has given him an additional resource he said was missing to help treat his physical health issues.

"The clinic has its role, and they do a great job, but in my particular case, a bunch of clinic visits is not what I really need," Russell, a patient on Bridge 2, explained. "This group offers mentoring and wellness support that wasn't really offered before, and I'm very grateful for that."

Beginning with winter term in January, the Bridges treatment mall will offer WIN on Mondays, from 2 to 2:50 p.m. Walters said he believes that having the group during designated treatment times will lead to the involvement of even more patients, creating what he called "ripples of wellness."

"Hopefully this movement will continue to grow and be a really good peer support tool to help people find buddies that share an interest," Walters said. "Health, wellness, empowerment, recovery...it all seems so connected."

For more information on the Wellness Initiative Network, please contact Rehabilitation Therapist Kris Wright at kristen.j.wright@state.or.us or Dietitian Erica Johnson at erica.a.johnson@state.or.us.



Hoping to reach out to other patients who would benefit from WIN, the group developed an outreach campaign that included placing posters advertising the group throughout OSH.



OSH HONORS STAFF, PATIENT VETERANS

“This nation will remain the land of the free only so long as it is the home of the brave.”

~ Elmer Davis, American reporter, author and Peabody Award winner

More than 50 veterans attended a special appreciation event and luncheon on Veterans Day in the Harbors gym. Organizers and Recreation Specialists Glenn Stanley, Cory Hitsman and Justin Hageman teamed up with Food and Nutrition Services to provide the event, which honored both patients and staff who serve or have served in the United States Armed Forces.

“I think it’s important to honor the veterans at the hospital, because they gave it their all so that our way of life can flourish,” said veteran and patient Jason Reese.

In addition to the lunch provided by FNS, the event included a speech honoring current and former servicemembers at OSH by Superintendent Greg Roberts, as well as music from Rehabilitation Therapist Doug Kuzmanoff and Recreation Specialist Rich McCloud.

Attendees spanned several generations and all the branches of the military, including veterans of Korea, Vietnam and the more recent conflicts in the Middle East. Hitsman, Stanley and Hageman – who all serve or have served in the military themselves – agreed that the event helped create a sense of comradery and trust with patients and staff who

share this life experience.

“This event gives the patients who served in the military a sense of self-worth and normalcy, and it also shows our gratitude to those who served their country,” said Hitsman.

Rehabilitation Therapist Doug Kuzmanoff and Recreation Specialist Rich McCloud provided music during the celebration.



Jason Reese, a patient in the Bridges program, enjoys the OSH Veterans Day Luncheon, Monday, Nov. 11.



Trauma-informed care: Why this, why now?

By Jamie Waters, MA, LPC, ATR-BC

Some of you may wonder, isn't this just one more "new thing" to deal with — another flavor of the month? It may surprise you that trauma-informed care (TIC) approaches were introduced at the Oregon State Hospital as early as the 1960s.

Trauma-informed care at OSH actually started after one of our nation's most traumatic events: the assassination of President John F. Kennedy in 1963. Seeking distraction from excessive news coverage of this tragedy, revered former hospital superintendent, Dean Brooks, M.D., while visiting his friend (another superintendent) on the east coast, was invited to tour his mental hospital. While doing so, Dr. Brooks discovered shocking and inhumane hospital practices that would lead him to assume a Herculean challenge, one that became a lifelong personal mission: to reform and humanize the mental health care system, starting with OSH.

In 2001, the state of Oregon's Addiction and Mental Health division (AMH) implemented its first trauma-informed care policy, making Oregon the first state in the nation to do so. The policy was disseminated throughout Oregon, including OSH.

During her visit to OSH in 2003, Sandra Bloom, M.D., introduced *The Sanctuary Model*, a "theory-based, trauma-informed, evidence-supported, whole culture approach" designed to create change in "organizational cultures." It sought to engage staff, clients and even whole communities by promoting "behaviors, processes and structures" to counteract the various domains of impairment caused by complex trauma: "biological, affective, cognitive, social and existential." Some origins of *The Sanctuary Model* may be found in early childhood trauma research.

Following Dr. Bloom's visit, copies of *The Sanctuary Model* were distributed to each ward at OSH, and by 2005, these practices were implemented primarily on the forensic

units previously known as "50 H" and "50 G." Portions of the model were also utilized on other units. At the same time, a staff training manual, "Creating Trauma-Informed Systems of Care for Human Services Settings Curriculum" was published by the National Association of State Mental Health Program Directors (NASMHPD) and distributed to all units at OSH.

By 2006, AMH's revised trauma-informed care policy was disseminated, and was followed by the 2008 edition of "Models for Developing Trauma-Informed Behavioral Health Systems and Trauma-Specific Services," a 178-page evidence-based practices guidebook compiled by Ann Jennings, Ph.D., for the Substance Abuse and Mental Health Services Administration (SAMHSA). The guidebook's therapeutic models were created to address trauma in the lives of "children, their parents or caregivers, and adults."

Dialectical Behavior Therapy (DBT) trainings were also introduced to OSH clinical staff at this time, along with hospital treatment malls encouraging evidence-based TIC therapeutic models, such as *Seeking Safety*. In the fall of 2010, Patricia Davis-Salyer, M. Ed., developed and began offering TIC basic awareness courses, which she states, "focuses on understanding the impact of trauma in the lives of most of the people we serve. It emphasizes recognizing warning signs and trigger events in order to support an individual and build a sense of safety and trust in the therapeutic relationship so that true, mind-body healing is possible."

In 2012, Greg Roberts, hospital superintendent, signed OSH policy 6.052, adding TIC-Screening, Assessment and Treatment Planning.

This year (2013), EDD added an Attachment, Trauma and Emotional Regulation course. Offered monthly, it helps staff understand the origins and complexities of trauma which so many of our patients face. We were privileged



At Oregon State Hospital, no tradition signifies the holiday season quite like the annual Caring Tree Project. Since 1986, the Caring Tree Project has provided holiday gifts to thousands of OSH patients. Relying solely on contributions and volunteers, the goal of the project is to ensure that no patient is left empty-handed during the holidays.

How it works

- Patients complete a gift request form, choosing from a wide range of items, such as DVDs, clothing, blankets and electronic devices.
- A unique gift tag is created for each patient. The tag contains the patient's top two gift choices, gender and age range.
- Gift tags are hung from the OSH Caring Trees. Those who wish to purchase an anonymous gift can simply pull a tag from one of the trees.
- Additional tags are available by request to outside organizations, state agencies, businesses, churches and community members.
- Unwrapped gifts may be delivered to OSH, or you can arrange to have them picked up at your home or office.
- Gifts are delivered to patients on Dec. 25.



You can support the Caring Tree project through contributions or by volunteering. OSH devotes more than 500 volunteer hours toward this project and offers numerous ways you can help.

For more information, please contact OSH Volunteer Services at 503-945-2892.

Trauma-informed care: Why this, why now?

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to meet NCTIC senior consultant Raul Almazar this year during his recent discussion of the importance of trauma-informed care for OSH consumers. A Trauma-Informed Care Steering Committee was also recently formed to help guide, build upon and continue the great contributions of previously mentioned TIC pioneers.

Each month, you will begin to receive updates from the Trauma-Informed Care Steering Committee in a series of "Recovery Times" articles in the hospital's ongoing

commitment to fully integrate TIC into all aspects and areas of OSH.

Comments and questions are welcome and may be submitted to the TIC Steering Committee by contacting Patricia Davis-Salyer at patricia.m.davis-salyer@state.or.us. Especially welcome are examples of "pockets of excellence," as Dr. Goetz previously alluded to when he wrote, "let's start by finding examples of people 'doing it right.'"

Team recognition: August, September, October

The Employee Recognition Committee would like to congratulate the August, September and October recipients of the Team Recognition Award.

August 2013

Category: Supporting Recovery

Recipient: Team of Anchor 1 staff, and Treatment Mall, Rehabilitation Services and Psychology staff assigned to Harbors

Nominated by: Heidi Scott, Pathways Program Manager

The team, a cross discipline of staff from Anchor 1 (formerly Lighthouse 2) and Treatment Mall, Rehabilitation Services and Psychology staff assigned to Harbors, works with patients facing some of the most challenging barriers. Team members developed a plan using individualized incentives to help these patients begin the process of working toward their recovery goals.

Each patient's needs and behaviors are individually assessed, and unit staff identify motivators to encourage the patient to engage in treatment. Staff and the patient are then able to work together on focused goals.

The result has been that many patients who were once stagnant in their treatment are now actively engaged, and patients and staff are enjoying a more collaborative relationship, which has led to a safer environment.

Congratulations to the Anchor 1 team!



Members of the Anchor 1 team, including Treatment Mall, Rehabilitation Services and Psychology staff assigned to Harbors, the Employee Recognition Committee, and the Superintendent's Cabinet.

Anchor 1 team

Jerry Aguirre
 Peter Alemeru
 Rebecca Alleman
 John Anderson
 Tracy Barnes
 Tiffany Bergerson
 Brady Blatchley
 Bretteigne Blodgett
 Kristy Brandt
 Sehala Brown
 Ryan Bucher
 Jeff Clausen
 Flor Costley
 Mary Darr
 Paul Davis
 Naomi Desir
 Nicole Dolan
 Chaz Duesterhoeft
 Chrystal Espinosa
 Kristina Geary
 Karie Grasty
 Joseph Harold
 Annie Hedge
 Raul Hernandez

Lindsay Hoffman
 Vera Horne
 Rebecca Huskey
 Tina Jensen
 Brant Johnson
 Rick Johnson
 Katharine
 Kavanaugh
 Danielle Kingsberry
 Rene Kuehl
 Sharlo Laukkanen
 Kathy Laurent
 Jallah Lomax
 Annie Dep Le
 Gerald MacGregor
 Wayne McFall
 Shawn Miller
 Miriam Moreno
 Andrew Morgan
 Hiromi Moxley
 Bonnie Nazarrío
 Tara Renault
 Alisha Robinson

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Team recognition: August, September, October

September: Food and Nutrition Services

Category: Improving Quality

Recipient: Food and Nutrition Services

Nominated by: Debbie Granum,
FNS Director

An early adopter of the Lean Daily Management System, the FNS team has been active in continually refining its processes and making improvements to the department. Using Lean tools such as daily huddles, continuous improvement sheets and visual display boards, the FNS team has recently focused on four areas of improvement: customer care, employee recognition, accountability and budget, and quality improvement.

Their ongoing improvement efforts and dedication to supporting both the patients and staff of OSH has been recognized throughout the hospital, most notably through their assistance with several large events this past year, including the Art Festival, the Baseball BBQ, the Car Show and numerous program-specific events in both Salem and Portland.

“Every member of this team strives to exceed the operational needs of the hospital by providing service above and beyond their daily functions,” Granum said.

Congratulations to the FNS team!



Members of Food and Nutrition Services, the Employee Recognition Committee, and the Superintendent's Cabinet.

FNS team

Michael Adamson
Aaron Alexander
Linda Anderson
Theo Anderson
Jon Applebaum
Angela Bailey
Jett Bales
Ken Ballew
Wanda Barber
Malinda Bates
Stephen Baughman
Frank Bellacosa
Catherine Bibens
Chelsey Boatman
Scott Brownson
Stephanie Buettner
Debra Canoy
Steven Carlson
Mary Carroll
Nate Clampitt
William Cochran
Teresa Cook
Deana Costello
Joyce Crawford
Jennie Cribbs
Kara Culpovich
Suzanne Deane
Karl Downing

Vicki Duesterhoeft
Annie Duke
Emily Ells
Ashley Enriquez
Cary Fardal
Danielle Foxhall
Ray Francois
Todd Friesen
Raul Garibay
Daniel George
Tamar Gonzalez
Debbie Granum
Robert Gruchalla
Jeannie Hamilton
Jessica Harris
Catherine Hernandez
Chera Herrera
Beckie Hillweg-Dunn
Lauren Hoffhines
Christy Honochick
Gregory Hoop
Greg Hopfer
Jack Howard
Kent Hunter
Celine Hustoles
Chansophanny Hut
Kelly Jefferson

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Team recognition: August, September, October

October 2013

Category: Innovating

Recipient: PPD team (pharmacy and clinic staff)

Nominated by: Marleah Gonzalez, RPh, Pharmacy Operations Manager, and Cydreese Aebi, Ph.D., RPh., BCP, Clinical Pharmacy Coordinator

Purified protein derivative, more commonly referred to as PPD, is a skin test used to detect tuberculosis. Due to a nationwide shortage of PPD earlier this year, staff from the pharmacy and medical clinic teamed up to develop a new system for administering PPD tests at OSH.

Before the new system was implemented, each unit had a vial of PPD in stock for use as needed. Depending on the size, each vial provided 10 to 50 tests; however, the vials often expired before all the doses could be used.

To prevent this waste, the team developed a plan to consolidate all PPDs in the pharmacy. Units now place a weekly order for PPD skin tests, and the PPDs are administered by nurses from the medical clinic every Tuesday. This allows the nurses to use one PPD vial at a time, rather than several vials being used throughout the hospital at the same time. The new system has also led to better chart documentation, more thorough readings following the test and less duplication of tests.

Congratulations to the PPD team!

For more information on the Team Recognition Award, contact the Employee Recognition Committee at [osh.employeerecognitioncommittee@state.or.us](mailto:employeerecognitioncommittee@state.or.us).

PPD team

Cydreese Aebi
Justin Bednar
William Beck
Janet Boatwright
Pete Bryant
Galen Bywater
Albert Chan
Anna Clark
Angelie Dyer
Melody Erorita
Kimberly Irby
Roger Hansen
Merrilee Johnson
Alex Jones
Carla Jones
Joy Kosta
Yelena Kovalchuk

Brian Little
Stephanie Loyola
Gary Lubben
Jody Maciel
Robyn Marshall
Darrel McClure
Armenda Minick
Robert Newman
Karen Nguyen
Mike Nix
Robin Ramsey
Deborah Sabo
Camille Sellers
Paula Steinkamp
Shawn Storment
Sandra Utt
Carol Yamamoto

Anchor 1 team

Continued from page 8

Jessica Rodriguez
Melissa Rose
Elena Savin
Michelle Schilz
Joshua Shepherd
Jon Shirley
Karissa Smith
Marina Snegireff
Robert South
Marina Sprauer
Katherine Stainbrook
Landon Stewart
Brian Susee
Lauren Vargas

Josh Eggert
Jeremy Kazemier
Nina Perard
Angela Poirier

Treatment mall staff

Kat Quiring
Shelley Davidson
Kurtis Drake
Jeremy Fleener
Megan Hageman
Krystal Landry
Chrystal Martinez
Nicole Mobley
Jack Price
Glenn Stanley
Jason Stringer
Kirsten Swanson
Maria Tores
Lori Wilson

Inter-disciplinary Treatment Team

Savannah Vigue
Kyra Brown
Brian Daly
Roger Donovick

FNS team*Continued from page 9*

Erica Johnson
Phyllis Johnson
Tana Johnson
Brandon Keen
Shelly Kelly
Julie Kephart
Susan Kostenko
Trevia Krueger
Jodi Liudahl
Kurt Lucas
Amanda Lyons
Galina Lyulka
Pedro Martinez
Jered May

Samantha McCarty
Chris McNabb
Tamela McVay
Connie Mickelson
Maria Miller
Michael Miller
Jennifer Mole
Dean Moreno
Brian Pastoor
Paul Pastoor
Payne, Lisa
Juliana Pearl-Beebe
John Perez

Rosilynn Polk
Marina Porras
Victoria Roberts
Aurelia Rodriguez
Alta Saner
Gary Skinner
Brenilda Slinsky
Kalia Sloan
Heather Stanley
Rona Stevenson
Diane Stocking
Sareth Svay
Cindy Swank

Lyn Trapero
Yvonne Turnage
Louann Unruh
Eric Van Santen
Antonio Villasenor
Sami Von Weller
William Wentworth
Jackie Wertz
Jordan Wilson
Gary Woelfle
Dale Wolf
Marjorie Wood
Jamie Xiong

OSH hosts first Junction City community meeting

Dozens of residents turned out to learn more about the new state hospital facility currently under construction in Junction City during an OSH-hosted community meeting October 17.

Superintendent Greg Roberts was joined by Addictions and Mental Health Director Pam Martin, Replacement Project Administrator Jodie Jones and Susanna Sammis of the Lane County chapter of the National Alliance on Mental Illness (NAMI) on a panel that led a discussion, not only about the new hospital, but the broader and often misunderstood topic of mental illness itself.



OSH hosted a community meeting in at Junction City High School, October 17.

“We’re very excited to be joining the Junction City community,” said Superintendent Greg Roberts. “We want our new neighbors to get to know us and understand the important work we do. We also want to talk about mental health treatment in general. Most people don’t know much about mental illness, and this is a great opportunity to start that conversation.”

Outreach efforts and additional educational opportunities will continue in the Junction City area as OSH prepares to open its newest facility in the spring of 2015.

OSH Education and Development Department (EDD): December classes

For more information about these classes, call 503-945-2876.

December 2013				
Monday	Tuesday	Wednesday	Thursday	Friday
<p>2</p> <p><i>New Employee Orientation Day 1</i> Leadership Room, #342</p> <p><i>ProACT Refresher for 13/20 staff:</i> 7:30 a.m. - 9 p.m. Integrity Room, #344</p> <p><i>Open computer lab</i> EDD computer lab, #310</p> <p><i>*BLS CPR Part 2</i></p>	<p>3</p> <p><i>New Employee Orientation Day 2</i> Leadership Room, #342</p> <p><i>Injectable medication:</i> 1 - 5 p.m. Service Excellence Room, #306</p> <p><i>*BLS CPR Part 2</i></p>	<p>4</p> <p><i>New Employee Orientation Day 3</i> Leadership Room, #342</p> <p><i>Nursing Orientation</i> Service Excellence Room, #306</p> <p><i>Professional Boundaries:</i> 8 a.m. - noon Integrity Room, #344</p>	<p>5</p> <p><i>New Employee Orientation Day 4</i> Leadership Room, #342</p> <p><i>Avatar for Nurses</i> EDD computer lab, #310</p> <p><i>LEAN Overview:</i> 8 a.m. - noon Service Excellence Room, #306</p> <p><i>Motivational Interviewing Step 1:</i> 8:30 a.m. - 3 p.m. Integrity Room, #306</p>	<p>6</p> <p><i>New Employee Orientation Day 5</i> Leadership Room, #342</p> <p><i>Open computer lab</i> EDD computer lab, #310</p>
<p>9</p> <p><i>New Employee Orientation Day 1</i> Leadership Room, #342</p> <p><i>New Employee Orientation Day 6</i> Integrity Room, #344</p> <p><i>Avatar for Non-Clinical Staff:</i> 8 a.m. - noon EDD computer lab, #310</p> <p><i>Avatar Group Notes:</i> 1 - 5 p.m. EDD computer lab, #310</p>	<p>10</p> <p><i>New Employee Orientation Day 2</i> Leadership Room, #342</p> <p><i>New Employee Orientation Day 7</i> EDD computer lab, #310</p> <p><i>HR Essentials for OSH Managers</i> Integrity Room, #344</p> <p><i>Trauma Informed Care:</i> 1 - 4:30 p.m. Service Excellence Room, #306</p>	<p>11</p> <p><i>New Employee Orientation Day 3</i> Leadership Room, #342</p> <p><i>Nursing Orientation</i> Service Excellence Room, #306</p> <p><i>HR Essentials for OSH Managers</i> Integrity Room, #344</p> <p><i>*BLS CPR Part 2</i></p>	<p>12</p> <p><i>New Employee Orientation Day 4</i> Leadership Room, #342</p> <p><i>Avatar for Nurses</i> EDD computer lab, #310</p> <p><i>ProACT Refresher Day 1:</i> 8 a.m. - 5 p.m. Integrity Room, #344</p> <p><i>Volunteer/Contractor Orientation:</i> 8 a.m. - noon Partnership Room, #308</p> <p><i>Learning Styles:</i> 8:30 a.m. - noon Service Excellence Room, #306</p>	<p>13</p> <p><i>New Employee Orientation Day 5</i> Leadership Room, #342</p> <p><i>Open computer lab</i> EDD computer lab, #310</p> <p><i>ProACT Refresher Day 2:</i> 8 a.m. - noon Integrity Room, #344</p> <p><i>Pharmacology for Nurses:</i> 9 - 11 a.m. or 2 - 4 p.m. Service Excellence Room, #306</p>
<p>16</p> <p><i>New Employee Orientation Day 1</i> Leadership Room, #342</p> <p><i>New Employee Orientation Day 6</i> Service Excellence Room, #306</p> <p><i>ProACT Refresher for Operations Staff:</i> 8 a.m. - 5 p.m. Integrity Room, #344</p> <p><i>Open computer lab</i> EDD computer lab, #310</p>	<p>17</p> <p><i>New Employee Orientation Day 2</i> Leadership Room, #342</p> <p><i>New Employee Orientation Day 7</i> EDD computer lab, #310</p> <p><i>*BLS CPR Part 2</i></p>	<p>18</p> <p><i>New Employee Orientation Day 3</i> Leadership Room, #342</p> <p><i>CMA Pharmacology:</i> 1 - 5 p.m. Service Excellence Room, #306</p> <p><i>Generations:</i> 1 - 5 p.m. Integrity Room, #344</p> <p><i>ACL Training:</i> 1 - 5 p.m. Partnership Room, #308</p>	<p>19</p> <p><i>New Employee Orientation Day 4</i> Leadership Room, #342</p> <p><i>FPS Nursing Orientation</i> Service Excellence Room, #306</p> <p><i>Motivational Interviewing Step 2:</i> 8:30 a.m. - 3 p.m. Integrity Room, #308</p>	<p>20</p> <p><i>New Employee Orientation Day 5</i> Leadership Room, #342</p> <p><i>ProACT Refresher for 13/20 staff:</i> 7:30 a.m. - 9 p.m. Integrity Room, #344</p> <p><i>Open computer lab</i> EDD computer lab, #310</p>
<p>23</p> <p><i>New Employee Orientation Day 6</i> Leadership Room, #342</p> <p><i>Open computer lab</i> EDD computer lab, #310</p>	<p>24</p> <p><i>New Employee Orientation Day 7</i> EDD computer lab, #310</p> <p><i>Contraband Training:</i> 8 a.m. - noon Service Excellence, #306</p>	<p>EDD closed</p>		<p>27</p> <p><i>ProACT Refresher Day 2:</i> 8 a.m. - noon Integrity Room, #344</p> <p><i>Avatar for Nurses</i> EDD computer lab, #310</p> <p><i>Motivational Interviewing Step 3:</i> 1 - 5 p.m. Service Excellence Room, #308</p> <p><i>*BLS CPR Part 2</i></p>
<p>30</p> <p><i>Open computer lab</i> EDD computer lab, #310</p>	<p>31</p>	<p><i>* To register for BLS CPR Part 2, please contact Diana Marshall at diana.l.marshall@state.or.us.</i></p>		