



**Special points of interest:**

- \* In the Spotlight
- \* January Payroll Info
- \* Healthy Recipe
- \* Employee Recognition

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## SUPERINTENDENT'S MESSAGE

This is the time of the year where by now we have broken most of our resolutions. We are cold and probably tired of winter, and maybe broke from Christmas purchases. This is also a time that the President, Governors, and others share their thoughts on the state of the nation, their states, etc. I have before shared with you my thoughts on the state of RSH, not every year but this year it seemed very appropriate for me to do so. For a variety of reasons, I am emphasizing these four. A reflection on this past year was as significant a challenge as we have ever faced.

1. A change in the population that will result in a shift of population that allows for the treatment & services for individuals to be provided in the communities where they live. This resulted in a significant reduction in the workforce, an effect on the community where we live.
2. Joint Commission survey, although always a stressful time for most of us, it provides for an opportunity to see how we indeed "measure up" to

other hospitals and health-care agencies across the country. We passed again and have maintained our accreditation status since 1986.

3. Technology - we are right in the midst of complete change in how the hospital and the system as a whole documents how the services are provided, prescribes and delivers medications, bills for services, documents training for employees, on and on. Much like so much of the ever changing technology, it presents blessings and curses as we move forward.
4. Grassroots - you might wonder why I mention this along with the other three. In short because in my opinion, it really epitomizes the real spirit of so many who work here. Giving back to each other is maybe what the unofficial motto of Grassroots is, as this small, but certainly dedicated group, has given so much effort this past year that I feel it must be mentioned as part of the State of RSH.

In summary, this

past year has been as challenging as I can recall. However no matter what challenges there are, we meet them head on and we continue with the reason we work in this field, to care for others. In many cases those "others" are not only the patients and their families. It is our family, our community, and certainly our state.

Even though I get caught up in the day to day events of running the hospital, when I really reflect at this time of year, I am thankful for the opportunity and privilege that I have had over these (now going on 12 years) to be your leader.

As the slogan for leadership that we have adopted says, "somebody has to do something, and it's just incredibly pathetic that it has to be us". (Jerry Garcia of the Grateful Dead).

And that's all I have to say about that!

Jeff Butler



# In the Spotlight

## Julie Leavell, Staff Development

By Mary Chaney



Julie Leavell is originally from Lafayette, IN. She graduated from Clinton Prairie High

School and from Ivy Tech Community College in Lafayette as an LPN. After graduating from Ivy Tech she worked in geriatrics for some time and then in a weight loss clinic, while attending Purdue University in West Lafayette in the areas of Child Development and Psychology.

Julie worked with Preschool and Kindergarten age children in a private school setting for several years

before returning to nursing.

She resumed her nursing career at the Purdue University Student Hospital and then combined both of her skill sets by taking a position for the Lafayette School Corporation as an elementary school nurse.

Julie moved to Richmond in January 2003 and started working at RSH in March. She works in Staff Development as an instructor. One of the things she really enjoys about her job at RSH is that she gets to develop a relationship with all new employees and help them to be successful in their position at the hospital. Julie is currently taking classes to obtain her RN.

Julie has been married to Craig for 7 years. She has 2 stepsons, Brandon 23, and Brayson 11. She is also a mentor for a 9 year old girl through a program at the Boys and Girls Clubs of Wayne County that has been very rewarding.

She says her greatest passion is traveling to places that she's never been to. There are still many places left on her "bucket list" to visit. She also enjoys camping, hiking, biking, jewelry making, scrapbooking, reading and spending time with her family, both here and at home in Lafayette.

*Please send us some suggestions for whom you would like to see featured in the Spotlight!*

## Staff Development News

### Recertification in Bridge Building and One-man CPR

Dates: Jan. 13 and 27  
Time: 7:30 a.m. to 3:45 p.m.  
Location: Staff Development

### Recertification in Professional CPR

Dates: Jan. 13  
Time: 12:15 to 3:45 p.m.  
Location: Staff Development

### Evening recertification for One-Man CPR

Dates: Jan. 7  
Time: 3:30 to 6:30 p.m.  
Location: Staff Development

### Evening recertification for Professional CPR

Date: Jan. 12  
Time: 3:30 to 6:30 p.m.  
Location: Staff Development

### Evening recertification for Bridge Building

Dates: Jan. 6 and 24  
Time: 3:30 to 7:00 p.m.  
Location: Staff Development

\*Annual recerts are scheduled during your birth month.

### Supervisor Training classes for RN's

Gretchen Gibbs will be teaching another series of classes on supervi-

sion for RN's in Staff Development. Nursing supervisors are scheduling RN's for these classes. A schedule of class dates for days and evenings follows:

<u>January 31</u> 8 – 10 p.m.	<u>February 4</u> 9 – 11 a.m.
<u>February 1</u> 9 – 11 a.m.	<u>February 8</u> Noon – 2 p.m.
<u>February 2</u> Noon – 2 p.m.	<u>February 9</u> 8 – 10 p.m.
<u>February 3</u> 7 – 9 a.m. 8 – 10 p.m.	

**Happy New Year**

Find and circle all of the words that are hidden in the grid.  
The remaining letters spell the name of a popular location for celebrating New Years!

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

- |            |                  |               |                |
|------------|------------------|---------------|----------------|
| APPETIZERS | DECORATIONS      | HATS          | PARADES        |
| BABIES     | END OF DECEMBER  | HOLIDAY       | PARTY          |
| BALLOONS   | EVENTS           | HORNS         | PUNCH          |
| BANNERS    | FAMILY           | KISS          | RESOLUTIONS    |
| BUFFET     | FATHER TIME      | MIDNIGHT      | SINGING        |
| CELEBRATE  | FEAST            | MUSIC         | STREAMERS      |
| CHAMPAGNE  | FESTIVITIES      | NEW YEARS DAY | THIRTY FIRST   |
| CONFETTI   | FIREWORKS        | NEW YEARS EVE | TIARAS         |
| DANCE      | FIRST OF JANUARY | NOISEMAKERS   | WINE           |
| DAY ONE    | FRIENDS          | OCCASION      | YEAR IN REVIEW |

**Lemon Pepper Buttermilk Chicken**

For a healthy take on a scrumptious Southern specialty, trade in the frying pan for the oven. By marinating chicken breasts and drumsticks in creamy buttermilk, coating them with a peppery, full-bodied cornflake blend, then baking, you'll get the same satisfying crunch without all the heaviness.

**INGREDIENTS**

- 3 pounds chicken breasts and drum sticks, cut into 1-2" strips
- 2 cups low-fat buttermilk (If you don't have buttermilk you can make it, 1 cup of milk, 1 tablespoon vinegar)
- 4 cups cornflakes
- 1 tablespoon lemon pepper
- 1 teaspoon dried oregano
- 2 teaspoons dried basil
- Sea salt, to taste

**INSTRUCTIONS**

1. Rinse chicken, then pat dry with paper towels and arrange in a 9x13" glass baking dish. Add buttermilk, making sure all chicken pieces are well coated (add more if needed). Cover with plastic wrap and marinate in the refrigerator for at least 3 hours and up to overnight.
2. Preheat oven to 400°F. In a re-sealable plastic bag, combine corn flakes, lemon pepper, oregano, basil and sea salt. Seal bag, then crush mixture. Empty into a mixing bowl. Working one piece at a time, remove chicken from buttermilk, let excess drip off, then dip into crumb mixture and coat both sides well. Bake until crisp and cooked through, about 35-40 minutes. Serve with barbecue sauce and steamed greens.

**January Payroll Information**

**1-12-11 Pay Check** ~ This check will reflect the *first* deduction and/or contributions for the health savings accounts (Employer and/or Employee contributions), flexible spending accounts and life insurance. If during the 2011 Open Enrollment you **did not enter** new employee contribution for your health savings account for 2011, you must email State Personnel Benefits Department at [spdbenefits@spd.in.gov](mailto:spdbenefits@spd.in.gov)

**Address Changes** ~ W2's will be sent to the address on your current pay check. If you need to make an address change your must update your records in PeopleSoft and also email Jessica Dalbey with new information. However if you have **changed counties** you must do as above and also come to the payroll office to complete new tax forms.

**Tax Changes** ~ You may come to the payroll office to make changes in your tax exemptions and/or marital status changes for 2011.

Beginning in 2011 the IRS is no longer allowing employees to receive Advanced Earned Income Credit on their paychecks throughout the year; however employees will still be allowed to claim the Earned Income Credit when they file their taxes.

**Clarification to Employee Health Savings Contributions~**

I had several calls regarding employee contributions to the Health Savings Account. Just to clear up some apparent confusion, **Employee contributions to the Health Savings Accounts are voluntary.** So if you wanted to contribute but did not get it done during Open Enrollment in order to start your voluntary contribution to the H S A you then must email State Personnel Benefits [spdbenefits@spd.in.gov](mailto:spdbenefits@spd.in.gov)  
**If you do not want to contribute then you do have to contact SPD Benefits.**

If you have any questions please contact the payroll office at 9292 or 9293.

## Employee Recognition 2010

Here is a listing of those I still have certificates, pins, and gift cards (those 10 years and up) that were left after the Christmas/ Employee Recognition Dinner. If you would like to pick them up, just come by my office upstairs at the top of the steps in the Administration Building. Call first just to make sure I am in at extension 9201. Thanks everyone.

Donna Crist

### Five Years

James Robertson  
Sarah Doerflein  
Claudia Winchester  
Adrian Hampton  
Ramona Craig  
Mamita Spencer  
Jana Baldwin  
Rhonda Hylton  
David Ashcraft  
John Haines  
Margery Hunt  
Charles Wren  
Melissa Fry  
Stephanie Davis  
Larry Wright  
Trisha Turman-Smith  
Tammatha Snyder  
Sherri Hamilton  
Sandy Hicks  
Donna (Carolyn) Moffitt

### Ten Years

Ginger Fritts  
Linda Phan  
Karen Whalen  
Rodney Harris  
Penny Sams  
Cynthia Porter

### Fifteen Years

Elsie Napier  
Nicole Kates  
Teresa Wilson  
Victoria Baczewski  
Charlotte Wysong  
Michelle Rogers  
Roberta Ford  
Barbara Kittle  
Randle Lewis  
Tina Williams

### Twenty Years

Susan Alexander

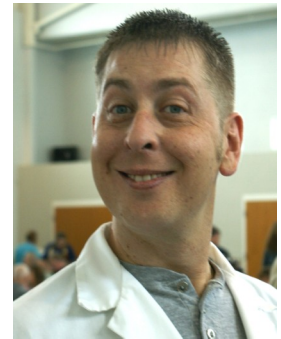
### Twenty-Five Years

Kim Riley  
Forrest Hughes  
John Moore

### Thirty Years

Peggy Layne

# Pictures from 2010 Employee Recognition



If you'd like to register your cell phone on the state's no call list, the number is 888-382-1222.