



Division of  
Mental Health  
and Addictions.

"People helping  
people help  
themselves."

Logansport State Hospital

# The Spectrum

## EMPLOYEE OF THE MONTH

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**Vol. 30, No. 7**  
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**2020**



Pictured L-R: Psychologist, Dr. Shaal (L), EOM, Psychologist, Dr. Maria Becker (C), and Medical Director, Dr. Danny Meadows (R).

**EOM**

**PSYCHOLOGIST,  
DR. MARIA  
BECKER**

I would like to nominate Dr. Maria Becker, HSPP for Employee of the Month. Dr. Becker always works above and beyond, being an incredible resource for all BCs she supervises, the Larson 2 North team, and any staff that have questions. She provides additional training and communication to include staff from every shift and discipline. She has taken on extra tasks since the role of Psychology Director has been vacant, filling in on various committees, as well as covering Larson 1 North while there are vacant BC positions. She does so without complaint, and in a timely and efficient manner, without neglecting her daily tasks. Dr. Becker always has an open ear for anyone who has questions or problems. Recently, she has celebrated 10 years as a state employee.

Jamie Rodriguez, BCIII

I would agree with the endorsement and add that Dr. Becker is always professional, an advocate for patient care and making sure that she does everything in the spirit of hard work with the best outcome for patient care.

Dr. Danny Meadows, Medical Director

# POLICY UPDATES!

The following LSH policies were **updated in June** (All Staff are to read all changed Policies)

- **LSH Policy A-31 Human rights** – No changes.
- **LSH Policy C-29 Suicide Risk Assessment** – Reference to IPOC was replaced with Treatment Plan. The sentence requiring appropriate observations and interventions being ordered, and the need to review the assessment with and have signed by the attending psychiatrist were removed as this is now completed in the EMR.
- **LSH Policy H-24 Employee Tuberculosis Screening Policy** - Reference to annual employee tuberculosis screenings removed.

**LSH Policies referenced can be found on the LSH intranet site in PolicyStat by following these steps:**

- Go to LSH intranet home page
- Click on “Hospital Policies (PolicyStat)” button-top center of home page
- PolicyStat User Name is your state email address
- Once in PolicyStat, use the search bar to find policies by number, name or key word
- To find FSSA, DMHA, and other SPH policies, click on “change location” in the blue bar at the top of the page

**Policies available on PolicyStat are the current and official policies.**

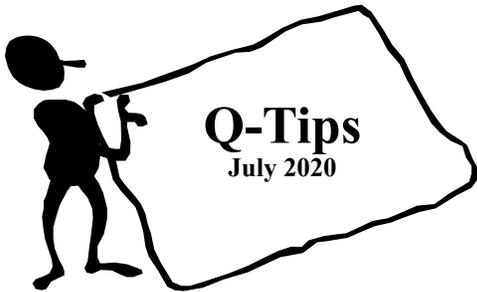


## **SPECTRUM**

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## Continuous Readiness Reminders

### HIPAA Violation Reporting Process

*By Quality Management*

Keeping patients' health information confidential is extremely important. If you think a patient's PHI (Protected Health Information) has been disclosed without proper consent, please follow this reporting process.



## Reporting Process for HIPAA Violations

1. Complaints must be submitted in writing to the LSH Complaint/Privacy Officer, Travis Kearney, within 180 days of when the complainant first became aware of the act.
2. The complaint may be written in an email or on the Health Information Privacy Complaint form attached to Policy IM-28 (in PolicyStat).
3. Complaints must include the name of the person that is the subject of the complaint, and the acts or omissions believed to be in violation of HIPAA guidelines. Copies of any supporting documentation (emails, etc.) should be attached or sent.
4. LSH will act on all written complaints received and provide a written response within 30 days.
5. If necessary, LSH may be granted an extra 30 days to investigate received complaints. If this occurs, written notice will be given to the complainant at the end of the first 30 days.

**CONFIDENTIAL**

References: Policies IM-25 and IM-28 (in PolicyStat)



## SuccessFactors Learning: Keys to a successful learning culture

It is essential for the State of Indiana to establish a learning culture

Why? Finding employees with the right knowledge, skills, and abilities brings long-term value to an organization. Employees enter the state workforce with a variety of experiences. Building upon those experiences by providing new and relevant skills allows for the continued development.

### Key #1 - Providing the right tools and resources



#### The right tools for the job!

Any job is easier if you have the right tools. Just like a plumber would not be expected to repair a pipe with duct tape, we can't expect our employees to develop professionally with limited or no access to learning tools.

#### What does it look like to have access to the right learning tools?

- Employees have easy access to learning resources when they need them through a learning access portal.
- Employee learning is not limited by physical location or time; it can occur remotely via virtual classrooms. Learning can happen while connected to the internet or remotely using mobile applications on smart devices.
- Employees have access to large course libraries such as LinkedIn Learning to pursue their professional development goals.
- Employee learning tools are easy to use with minimal effort.



Having the right tools is the first step in creating a learning culture. Over the next several weeks, the Monarch Learning project team will be communicating more about the keys to creating a thriving learning culture.



# SuccessFactors Learning: Keys to a successful learning culture

## Key #2 - Competency-based learning tied to business objectives

As adults, we learn in a variety of ways, and it doesn't always occur inside a classroom. Have you ever heard someone say they graduated from the school of hard knocks? Some of our best learning opportunities arise from our experiences of both success and failure.

A successful learning culture embraces the reality that employees come into the workforce with knowledge, skills, and experiences acquired from previous roles.

### **What is competency-based learning and why is it essential to meeting business objectives?**

- An approach to adult learning focusing on key competencies required to successfully function within a role or job successfully. Examples include: communicating effectively, managing projects, or championing change
- A combination of observable and measurable knowledge, skills, abilities and personal attributes that contribute to enhance employee performance and ultimately result in organizational success.

### **The benefits of competency-based learning**

- Adult learners find it helpful to leverage their previous experience to learn new skills
- Focusing on specific needs, bridging skill gaps and solving classic soft skills challenges benefits individuals and organizations
- Aligning education and training requirements with actual business needs is essential.

## **The benefits of competency-based learning**

- Adult learners find it helpful to leverage their previous experience to learn new skills
  - Focusing on specific needs, bridging skill gaps and solving classic soft skills challenges benefits individuals and organizations
  - Aligning education and training requirements with actual business needs is essential.
- 

Employee training focused on the essential competencies needed for success in a role or position reduces the organizational tendency to train for the sake of exercise. Having the right learning tools to successfully execute competency-based learning allow employees to develop into their roles successfully. Over the coming weeks, the Monarch Learning project team will share more keys to creating a thriving learning culture.

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# **SuccessFactors Learning: Keys to a successful learning culture**

## **Key #3 - How we learn is just as important as what we learn**

Have you ever attended a training session and wondered why you were there, or better yet, sat through an entire training session and asked what you were supposed to take away from it? Unfortunately, this is the experience of many employees.

A successful learning culture places importance on how employees learn so that each learning experience meets their needs, and organization resources are not wasted.

### **How we learn is important**

- We all have a preferred way to learn; some may prefer to gain knowledge through reading, while others prefer hearing the material or physically manipulating it.
- Cultural influences can impact how we learn; the State of Indiana's workforce is made up of several diverse cultures. Understanding the learning influences of these cultures will create an inclusive learning culture.
- When learning is tailored to key stakeholders (participants, organizations, and customers) it delivers increased value; employees have a clear understanding of why the training is needed and how to apply it.

## Where we learn is important

- 70 percent of learning occurs through experiences (personal & professional)
- 20 percent of learning happens through peer connections
- 10 percent of learning occurs formally through courses or training sessions



Organizations that invest in how their employees learn, foster a culture where employees are engaged. These learning cultures eliminate the wasteful practice of delivering resources that do not provide value. Having the right learning tools to successfully execute competency-based learning that is tailored to the unique needs of the workforce allows employees to develop into their roles successfully. Over the coming weeks, the Monarch Learning project team will share more keys to creating a thriving learning culture.



## Longcliff Museum - What's New?



Art 'n Facts  
(From the Archives of Longcliff Museum)

The Water Tower...Former Ice Pond....Cold Store...Croquet Grounds...  
Sunken Garden... & Greenhouses Relocated

Studying the history of Logansport State Hospital is like fitting together a puzzle.

This 2020 view of the water tower area shows both the former Pathology/Terflinger Building and the former Carpenter Shop/Chapel (with the tall spire) behind the low area created in 1893 by dyking the east and west sides with material plowed and scraped from the bottom for a water reservoir used for domestic purposes in summer and as an ice pond in the winter. This reservoir was only 20 feet from the ice house (the older reservoir was a quarter mile from the ice house) reducing the cost of transporting ice from 60 cents per ton to 12 ½ cents per ton.

This northeast view of the area where our water tower currently sits, shows the ice pond.



How many tons of good ice were harvested from the ice pond in 1889-1890?  
...1150 tons. That's 2,300,000 pounds!

Throughout the year in 1898... "The milk is promptly chilled by passing over a cooler filled with running ice water in pipes, and is then placed in the cold store until issued, under the care of a dairymaid, who also has charge of the butter, cheese and eggs."

**Cold Store.** Existing needs have been well met by the erection of a cold store containing an ice chamber 20 feet wide, 30 feet long and 20 feet high; two cooling rooms 12x14x10 feet and 12x16x10 feet, and two work rooms 12x15x10 feet, one side equipped for the care and issuance of meats, the other for milk, butter and eggs. The meat rooms are provided with a very convenient overhead track and weighing scale, with windlass for handling meat without straining manual lifting. The milk room apparatus includes a very efficient cooler by which the milk is rapidly chilled to about 55° Fahrenheit, ice water being furnished from the

well water mains, after passing through a long coil in the ice chamber. The milk is handled mainly and very easily by means of an all metal hand pump, which can be readily scalded throughout by attaching its suction pipe to an adjacent hot water bib. Hot and cold water are in both work rooms, and all parts are well lighted, at night electric lamps being used. This establishment was built in 1897, finished during the winter and has been in regular use during the summer just passed. The ice chamber was filled early last winter; at present there remains an ovoid mass of ice 18x14x12 feet. The temperature in cooling rooms has been readily kept at from 38° to 42° Fahrenheit, according to the number and location of cold air inlets opened, of which no more than one-fourth have ever been used.

The Assembly of 1897 appropriated \$1,000 for this improvement. This sum was used to purchase competitively the necessary material for its construction, and to pay for the labor of mason and tinner. The wood work, painting, plumbing and drainage was done by the Hospital mechanics. The valuation, including the above, is \$1,644.53.

Sixth Biennial Report of the Trustees and Medical Superintendent of the Northern Hospital for Insane at Longcliff, near Logansport for the Biennial Period Ending October 31, 1898 To The Governor, pp. 17-19

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Fast Forward to 1908...

**Extension of Refrigerating System.** The ice-making plant is complete and has been in satisfactory operation during the summer of 1908, providing a bountiful supply of clean, pure ice for the entire hospital. The project of extending brine pipes for refrigerating purposes to the Administration kitchen was abandoned as impracticable. Ice will be used for this purpose as heretofore.

The general assembly of 1909 is asked to authorize an appropriation for the purpose of constructing and equipping a new cold store house to replace the wooden one now in a state of decay and about to collapse, and it is intended that this building shall incorporate the present ice-making plant and apparatus, combining all refrigerating and ice-making operations to one building, which will be located in close proximity to the boiler house and circulating pumps.

Report of the Trustees and Medical Superintendent of the Northern Indiana Hospital for Insane at Longcliff, near Logansport for the Year Ending September 30, 1908 (Twentieth Year) To The Governor, p. 23.



After the expanded use of mechanical refrigeration in 1908, the ice pond was sculpted into the Croquet Grounds. The three-story backside of the former Carpenter Shop (a.k.a. former Longcliff Chapel) can be seen at the corner of the Croquet Grounds.

The Croquet Gardens were further beautified into a Sunken Garden created by Julius Mattes (landscape gardener from 1892-1934) as shown in this 1918 postcard, looking to the southwest.



After construction of the Pathology Building in 1911, the greenhouses were moved to their new location, directly west of the Sunken Gardens in what is currently a parking area outside of the Dietary Building and IRTC Mechanical Building.

This 1911 map shows three Greenhouses and a potting house (yellow) where they were originally located, southwest of the Administration Building and north of the former Carpenter Shop (blue). The former Carpenter Shop was remodeled to serve as our Chapel from Christmas Eve, 1975-Oct. 2015.



The *new* Ice House-Cold Store (yellow) was south of a 210,000 gallon reservoir located south of the former Carpenter Shop (blue) and newly built Pathology Building (a.k.a. *Terflinger Building/former Housekeeping-Social Services-TV Studio/former Museum*) (pink).

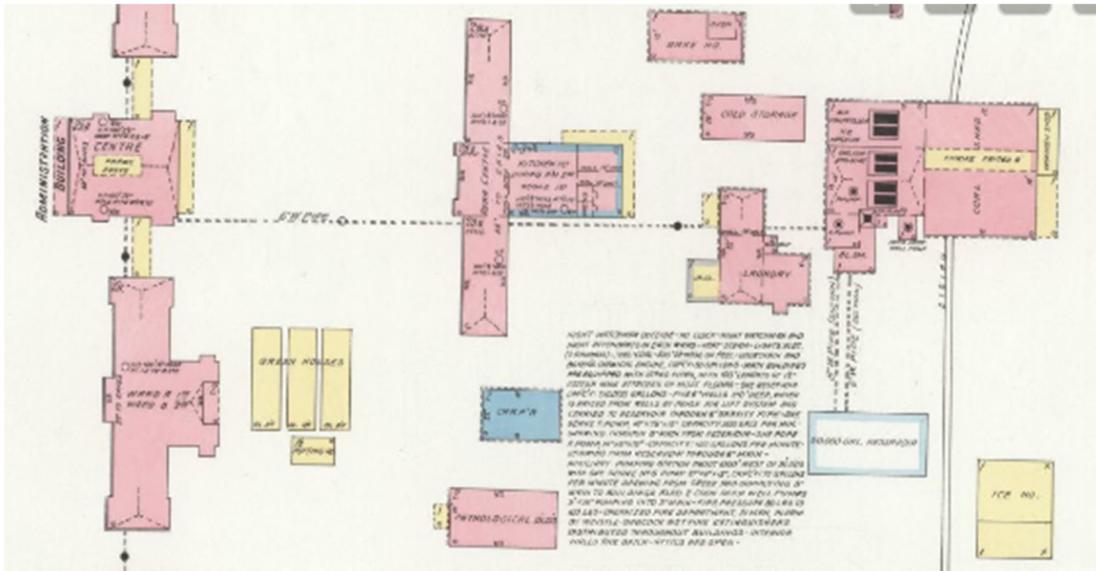


Image 33, Sanborn Fire Insurance Map from Logansport, Cass County, Indiana. (1911)  
[https://www.loc.gov/resource/g4094lm.g4094lm\\_g023991911/?sp=33&r=0.097,0.229,0.536,0.368,0](https://www.loc.gov/resource/g4094lm.g4094lm_g023991911/?sp=33&r=0.097,0.229,0.536,0.368,0)



Through many challenges and changes, Logansport State Hospital has provided leadership with an *unyielding focus on promoting and supporting the mental health and wellness of the people of Indiana*. Longcliff Museum salutes our employees past and present, for 132 years of continuous and innovative care dedicated the recovery of those we serve.

Our Longcliff Museum looks forward to the day when we will be allowed to offer tours again as we continue to take precautions in this time of Covid-19.



## Stop the Spread of Rumors

Updated June 28, 2020

Know the facts about coronavirus disease 2019:

- Diseases can make anyone sick regardless of their race or ethnicity. Fear and anxiety about COVID-19 can cause people to avoid or reject others even though they are not at risk for spreading the virus.
- For most people, the immediate risk of becoming seriously ill from the virus that causes COVID-19 is thought to be low.
- Some people may have [an increased risk for more serious complications](#) from COVID-19 and should take measures to protect themselves.
- Someone who has completed quarantine or has been released from isolation does not pose a risk of infection to other people.

For up-to-date information, visit CDC's coronavirus disease [situation summary page](#).

There are simple things you can do to help keep yourself and others healthy.

- **Wash your hands often with soap and water for at least 20 seconds, especially after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.**
- **Avoid touching your eyes, nose, and mouth with unwashed hands.**
- **Stay home when you are sick.**
- **Cover your cough or sneeze with a tissue, then throw the tissue in the trash.**

You can help stop COVID-19 by knowing the signs and symptoms:

- Fever
- Cough
- Shortness of breath

Seek medical advice if you develop symptoms.

Have you been in close contact with a person known to have COVID-19 or live in or recently traveled from an area with ongoing spread of COVID-19? Call ahead before you go to a doctor's office or emergency room. Tell them about your recent travel and your symptoms.

**AND – “For goodness sake, avoid crowds. Wear masks.” – Dr. Anthony Fauci**

Content source: [National Center for Immunization and Respiratory Diseases \(NCIRD\)](#), [Division of Viral Diseases](#)

# Car Heat Dangers

Elapsed Time (minutes)	Outside Air Temperature (°F)					
	70	75	80	85	90	95
0	70	75	80	85	90	95
10	89	94	99	104	109	114
20	99	104	109	114	119	124
30	104	109	114	119	124	129
40	108	113	118	123	128	133
50	111	116	121	126	131	136
60	113	118	123	128	133	138
More than 1 hour	115	120	125	130	135	140

Jan Noll, DVM, Department of Community, San Francisco State University



Know the facts,  
please.



The Wellness Committee consists of:  
Mike Busch, Vicki Campbell, Mary Clem, Theresa Dexter, Maureen Guimont, Kris Keeler, Marcy LaCosse, Darrin Monroe, Julie Stapleton, and Lucia Ward,

# Culinary Corner

## Chicken Teriyaki Pineapple Bowls

### INGREDIENTS

- 🍷 1 small pineapple
- 🍷 1/3 c. low-sodium soy sauce
- 🍷 3 tbsp. packed brown sugar
- 🍷 1 tbsp. pineapple juice
- 🍷 3 cloves garlic, minced
- 🍷 2 tsp. minced fresh ginger
- 🍷 1 tsp. sesame oil
- 🍷 1 tbsp. vegetable oil
- 🍷 3/4 lb. boneless skinless chicken breast, chopped
- 🍷 2 tsp. cornstarch
- 🍷 2 tsp. water
- 🍷 2 c. cooked rice, for serving
- 🍷 Sesame seeds, for garnish (optional)
- 🍷 Thinly sliced green onions, for garnish (optional)



### DIRECTIONS

1. Make bowls: Slice pineapple in half, leaving the stem intact. Slice the fruit around the perimeters, angling your knife towards the middle, then make a few cuts across. Scoop chunks out with a spoon and reserve about 1 tablespoon of pineapple juice for sauce. Chop pineapple into smaller pieces to garnish (or snack on) later.
2. Make sauce: In a small bowl, whisk together soy sauce, brown sugar, pineapple juice, garlic, ginger, and sesame oil.
3. Season chicken all over with salt. In a large skillet over medium-high heat, heat vegetable oil. Add chicken in an even layer and cook until golden, about 3 minutes. Flip and cook until golden on second side, about 3 minutes more. Pour sauce over chicken and bring mixture to a simmer.
4. Make slurry: Whisk together cornstarch and water, then stir into sauce. Simmer until sauce is thickened and chicken is cooked through, 8 to 10 minutes more.
5. Divide rice and chicken between bowls and garnish with chopped pineapple, sesame seeds and green onions, if using.

*LAUREN MIYASHIRO\_Food Director  
Delish.com*



**G  
O  
T  
C  
H  
A**

**Sneaky**



**Snaps!**



**G  
O  
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Clarence Bir and Kris Keeler from Environmental Services caught in the act of power washing tables and benches in one of the Larson Courtyards. Thank you both for keeping our area clean and sanitized.

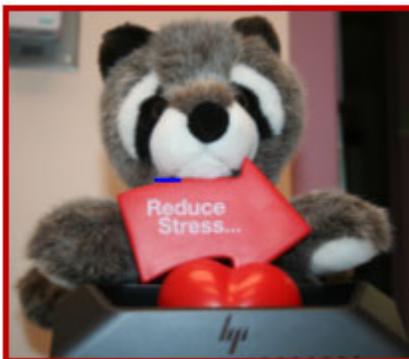
Lookout for Darrin and his camera,  
you could be next!

## Who Am I?

It's a bird, it's a plane, nope, not even Mighty Mouse! Can you guess the secret identity of the 'Super' Special Attendant pictured below? If you can, call Darrin Monroe at #3803 or e-mail Darrin at [darrin.monroe@fssa.in.gov](mailto:darrin.monroe@fssa.in.gov) by August 28, 2020.

Employees' with correct answers will have their names put into a drawing, sponsored by the EMBRACE Committee, for a chance to win a free, five dollar Mr. Happy Burger gift certificate.

*Winner Will Be  
Announced In  
The Next Spectrum.*



Raccoon located in Darrin Monroe's office



Congratulations to Kim Fowler for guessing Olympic Gold Medalist, Dr. Gregory Bell, pictured as the last Who Am I.

If you have a picture of an employee and would love to have a little fun with it, call Darrin Monroe at # 3803.