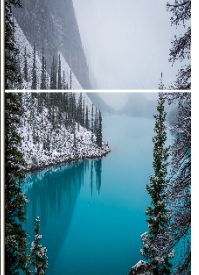


The Executive Desk...pg. 1
 Reboot: IT Information and Updates...pg. 3
 DEI Discussions...pg. 7
 The Wellspring...pg. 9
 Exceeding Everest...pg. 10



A Monthly Insight into The Happenings at NDI

ndinsider



The Executive Desk

2021
General
Orientation

- 2/8-2/12
- 3/8-3/12
- 4/5-4/9
- 5/3-5/7
- 6/14-6/18
- 7/12-7/16
- 8/9-8/13
- 9/20-9/24
- 10/4-10/8
- 11/1-11/5
- 11/29-12/3

This will be my last superintendent’s update, but I’ll get back to that later. We are seeing the post-Christmas COVID surge starting to ebb. However, we are currently still above the worst levels seen last spring and we will continue to have to fight the virus for the rest of this year at least. Only about 10% of the Indiana population has been infected so far. The vaccines are our path to a return to something like a pre-COVID way of life, but I suspect some things will remain different forever. I continue to encourage all of you to avail yourselves of the vaccine. Over a million people are getting the vaccine on average each day but given there are 320 million people in the US it will still be many months before we reach herd immunity.

Announcements:

- It is my pleasure to announce that Dennis Flanagan RPh will become our new chief pharmacist!
- The DAMAR unit will be opening next week. This new partnership has been a long time coming, but we’re glad you’re here!
- Patti Clift becomes interim superintendent and Dr. Bethany McGovern becomes interim Medical Director. I have every confidence that they will continue to move NDI forward.
- Eli Lilly will continue to provide therapeutic antibody treatment on the fourth floor until June 1, 2021, at which point it will return to normal operations.
- We continue to work with Community Hospitals to find a way to activate the Advanced Treatment Center. We are currently validating various assumptions and then will work on the details. I have no firm timeline to share with you now.

January 29, 2021 will be my last day of State employment and of course I’ve been reviewing the last five years. This project of steel and glass is self-evident, but my memories mainly revolve around the people I’ve met and worked with. It has been my good fortune to have had such a wonderful group of individuals dedicate themselves in partnership to create NDI. I wish all of you the very best in your careers and future endeavors. I have a loosely crafted self-described mission statement that I try to live by: *Life is hard, and no one gets out alive. The best we can hope for is to find a good group of fellow travelers and support each other on the journey.*

Jerry Sheward, MD



NDI Dashboard

Upcoming Refresher Classes

Bridge Building

2/3
2/17
2/24*
3/3
3/17
3/24*
3/31*
4/14
4/21
4/28*

*= Date is tentative based on need



CPR

2/2
2/16
3/2

NDI Census JAN 2021

Census

ADULT - 31
YOUTH - 14
TOTAL - 41

Admissions

ADULT - 13
YOUTH - 3

Discharges

ADULT - 14
YOUTH - 2

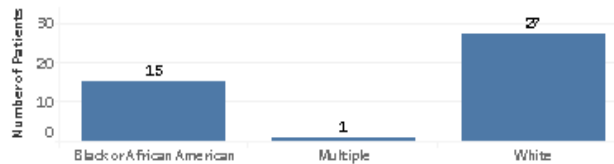
SPH Demographic Dashboard

Report Date: 01/27/2021

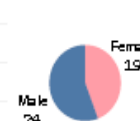
Facility Occupancy Data

Facility	Avg. LOS	Patients	Forensi..	Facility ..	Occup...
EPCC	90	6	0	28	21.43%
ESH	1,404	132	44	168	78.57%
LSH	2,005	135	113	170	81.18%
MSH	1,678	100	37	120	83.33%
NDI	1,62	43	18	159	27.04%
RSH	1,192	145	62	191	76.44%
Grand To..	1,436	565	274	836	

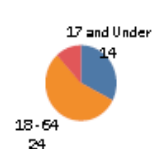
Ethnic Groups



Gender



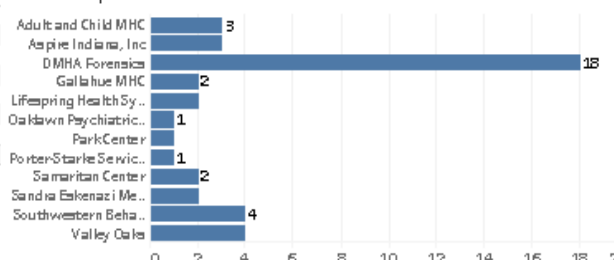
Age Range



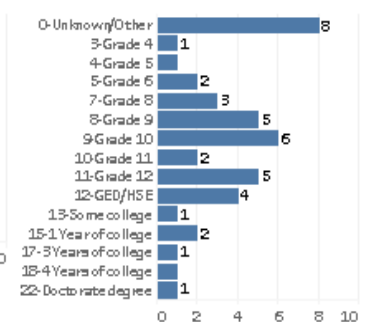
Nurse Un.. Patients Unit Capaci.. Unit Occup.. Avg. LOS

Nurse Un..	Patients	Unit Capaci..	Unit Occup..	Avg. LOS
NDI 2E	8	13.0	61.54%	394
NDI 2W	6	14.0	42.86%	1
NDI 3E	10	17.0	58.82%	158
NDI 3S	2	12.0	16.67%	219
NDI 3W	2	13.0	15.38%	93
NDI 6E	8	14.0	57.14%	106
NDI 7E	7	14.0	50.00%	106
Grand To..	43	97.0		

Gatekeeper



Education Level





REBOOT: IT News and Updates



On behalf of the IT Department, I would like to thank everyone for their increased efforts to submit tickets using the email system as requested. We appreciate your help in making sure tickets are logged appropriately so we can manage our workload and serve you to the best of our ability.

As we rapidly approach tax season and considering the events occurring in the country, I ask you to be hypervigilant regarding cybersecurity. Tax season is a notorious time for bad actors to attempt to use phishing and social engineering attacks to attempt to get you to give them information that can compromise your identity or even the state network. Also be especially mindful of email attachments and links as they can lead to malware and/or viruses.

Another thing I would like to remind everyone of is that no one other than IT staff should move IT devices, particularly computers and phones, unless you are asked to do so by IT. We have had several occurrences over the past few weeks. While I am sure all were good intentioned, it does make our jobs harder when we are looking for a device and it is not where it is supposed to be.

This year, one of my goals is to start delivering “Lunch and Learn” training sessions on some of the technologies at the NDI. I have a few in mind to start, but if you have something you are interested in, please let me know. These will be recorded and placed on the network to make them available to all staff anytime you wish to view them. If this goes well, I anticipate expanding this to other areas when the process is nailed down.

As a friendly reminder, here are some important things to remember when it comes to interacting with the IT Department:

1. All requests for assistance need to come through as a helpdesk ticket by sending an email to NDIHelpdek@fssa.in.gov. Do not include anyone else on the email (including yourself) in the To: or Cc: lines. Including others causes the scanning program to fail the message and we do not get the ticket, delaying our ability to support you,
2. For after-hours support, please still start with a ticket. If it is a critical issue impacting a whole unit or the whole hospital (this does NOT include Cerner password resets) and we do not respond within an hour, please call our support line at 317-941-4479.
3. There are some systems we are not authorized to assist with. For those you should direct as listed below:
 - a. Kronos - all issues should be directed to FSSA Payroll at fssapayroll.fssa@fssa.in.gov
 - b. PeopleSoft - all issues should be directed to the IOT helpdesk at 317-234-4357
 - c. Computer account password resets can be reset at <http://password.in.gov>
 - d. MedSelect issues should be reported to the Pharmacy and they will contact IT if needed

Thank you for all you do for our patients!

February is Recreation Therapy Month

The RT Department is very excited about celebrating Recreational Therapy Month! The American Therapeutic Recreation Association (ATRA) defines recreation therapy as, *“a systematic process that utilizes recreation and other activity-based interventions to address the assessed needs of individuals with illnesses and/or disabling conditions, as a means to psychological and physical health, recovery and well-being.”*

Because recreation therapy is evidence-based and goal oriented, here at NDI, we assess all patients, create individualized goals and provide a wide variety of groups to assist patients in building the skills they need to succeed. Recreation therapy strives to:

- Help patients to regain their confidence.
- Improve physical functioning.
- Enhance psychological and emotional functioning.
- Improve frustration tolerance and build social skills.
- Provide appropriate outlets for reducing stress and agitation.

For the adults, we provide various groups depending on what the need is of our patients. One group, “Nature Makers,” utilizes items from nature to promote stress management and confidence. Each patient oversees taking care of their own air plant, learns more about the benefits of various herbs/plants and learns how to continue caring for nature and the earth upon discharge! We also provide “Inquiring Minds” to promote problem-solving skills, improve self-confidence and learning how to work with peers. We also offer “Mindfulness,” “Creative Dramatics,” “Safe Weights,” “Leisure Education,” “Frustration Tolerance” and more to educate and help our patients learn with activity-based groups. Our hope is that patients will find more healthy coping mechanisms and leisure interests they can turn to while they are in the community.

For the youth, we provide a more sport-oriented group, called “Sports and Leisure,” where we use different sports and activities to improve frustration tolerance and model appropriate peer interactions. We also provide several different “Recreation for Leisure” groups, offering different types of activities - such as video games, open gym, Pokeno (bingo with playing cards), and more! During these groups we utilize activities to help improve impulse control, improve ability to handle agitation and demonstrate appropriate behaviors in different social settings.

Overall, we try to empower our patients to integrate back to the community. We focus on increasing social skills, leisure interests, and communication skills to help our patients thrive when they discharge!



CREST Team

C.R.E.S.T stands for Care and Restoration through Emotional Stress and Trauma.

C.R.E.S.T?



Critical Incident Stress Management is way of offering mental health first aid and support to people after a crisis.

PURPOSE



CISM training from the International Critical Incident Stress Foundation and the team is approved to offer this type of care.

TRAINING



Total number of team members available days, nights and weekends to care for you.

13



Contact

Contact us using Vocera by saying, CREST team. If no one is available, call security and ask them to call the hospital chaplain. You can also email the team to schedule an appointment as well.



SUPPORT

Support all staff members after a stressful hospital event. Safe and confidential. 1 on 1 or in small groups.



GOALS

Normalize staff reactions, mitigate the effects of the critical incident stress, promote a return to normal productivity



TEAM

Fred Madren-Marc Gordon-Jillian Merrill-Todd Peters-Kellee Hawkins-Coleman-Tori Selznick



MORE TEAM

Erin Clampitt-Laurie Lee-Brittany Paradiso-Pamela Conover-Lisa Passarelli-Julie Miller-Sabrina DeVol

2021 A FRESH START ON YOUR WELL-BEING

Wellness is a daily commitment, and ActiveHealth will be your partner each step of the way. Get rewarded for your hard work with **\$150 in e-gift cards** and a **2022 health premium discount!**

Three ways to earn. Get started today!

1

Health Assessment: Visit www.myactivehealth.com/stateofindiana to complete yours for a \$25 e-gift card.

2

Wellness Visits: Completed wellness visits are worth a \$100 e-gift card. Pick an option to complete yours from your ActiveHealth Rewards Center.

3

2022 Premium Discount Activity: Employees and spouses each choose from three activity options. The activity you choose must be completed by Sept. 30, 2021. To get started, call 855-202-4219 or visit www.myactivehealth.com/stateofindiana.

Don't forget to redeem your \$25 e-gift card for your fall 2020 flu shot.

ActiveHealth, one of your INSPD wellness benefits, provides unlimited access to health coaches and a library of health information to help you reach your goals.

For more information about ActiveHealth and the other wellness benefits available to you, visit InvestInYourHealthIndiana.com.

Invest In Your Health

 **ActiveHealth**
MANAGEMENT.

DEI Discussions: The History of Black History Month

Black History Month was first proposed by black educators and the Black United Students at Kent State University in February 1969. The first celebration of Black History Month took place at Kent State one year later, from January 2 to February 28, 1970.

Six years later, Black History Month was being celebrated across the country in educational institutions, centers of Black culture and community centers, both great and small, when President Gerald Ford recognized Black History Month, during the celebration of the United States Bicentennial. He urged Americans to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history".

With the acceptance of Black History Month, this paved the way for other marginalized groups to have their own history month including but not limited to Filipino, LGBTQ, Women, Disability, and many others. Black History Month, in its very existence paved the way for so many other groups to celebrate and take pride in the accomplishments of their communities as well as educating those outside of it. Outside the US, this event has received official recognition from governments in Canada, and more recently has been observed in Ireland, the Netherlands, and the United Kingdom.

The national theme for 2021 is The Black Family: Representation, Identity, and Diversity.

For more information on Black History Month, the national theme and other educational resources check out the Association for the Study of African American Life and History at <https://asalh.org/>

Happening in February

All Month

Black History Month

Days

2/1

Candlemas Day

2/7

Black HIV/AIDS Awareness Day

2/17

Ash Wednesday

2/25

Purim

The Diversity, Equity, and Inclusion Council, formally known as the Cultural Competence Committee, has been hard at work developing a DEI program that is not only impactful but also relevant to all levels of staff, leadership, and management here at NDI. Keep an eye out for more from this group. The DEI Council is open to every staff member regardless of position. If you are interested in joining and creating a more diverse, inclusive and equitable workplace reach out to Allison Robertson at Allison.Robertson@fssa.IN.gov or Zak Rittenhouse at zakariah.rittenhouse@fssa.IN.gov to get involved. The council meets the last Wednesday of the month in the conference room 1pm.



National Heart Health Month

Happy National Heart Health Month! Heart disease is one of the leading causes of death for men and women. The good news is that heart disease is preventable with diet and lifestyle changes.

Heart-healthy nutrition tips to consider:

- Include healthy fats into your diet such as fish, avocado, olive oil, and nuts.
- Get your 5 servings of fruits and vegetables daily.
- Swap simple carbs such as white bread or pasta out for whole-wheat alternatives.
- Reduce processed foods that are high in salt and saturated fats.
- Eat lean meats, low-fat dairy, eggs, and legumes.
- Reduce sweetened beverages such as sodas. A great alternative is flavored water.

Lifestyle tips for heart-health:

- Monitor your blood pressure.
- Practice regular physical activity.
- Use stress-management techniques to reduce stress.
- Aim for 7-9 hours of sleep nightly.

With these tips you can feel your best and protect your heart health!

Your Content Could Be Here!

The NDInsider is looking for contributors! This monthly commitment can be anything: Do you draw comics? Great! Got recipes to share each month? Sounds Tasty! Got other ideas of what you want to see in this section and more? Let us know! On a committee and want to provide the hospital monthly updates? We are all ears!

We want to provide the content and information you want to see each month. So, let us know your feedback or how you want to contribute each month by sending an email to staffdevndi@fssa.in.gov to get the conversation started!



The Wellspring

Love Yourself First

We get plenty of unsolicited advice from those in our social circles, such as, we need to make more time for ourselves. Yes, we should strive to find that work-life balance and enjoy more moments alone and with loved ones. We should make time for hobbies and take that vacation we've been talking about for years.

The sad part is that many of us know what's good for us, but we never dedicate ourselves to our deepest passions. We are too caught up in the daily grind, and what relaxes us or feeds our soul gets quickly lost in the shuffle.

I am here to say that you are a wonderful person. As a human being with so much goodness inside you, you're worth so much more than that, and that's why you can learn to love yourself with these self-love tips:

Fill yourself with positive energies.

- Focus on **ways of thinking that do not compare you to anything.**

Radiate the light within you.

- This means **when you have a compliment to share or you see something you love, just say it.**

Loving yourself means accepting your own limitations.

- You put forth your best effort in each situation but are **not afraid to accept failure.**

Spend time alone reflecting what's important.

- To love yourself, you need **time away from noise and distraction.**

Give yourself time to deal with emotions.

- They are just notions **that the brain communicates to you** as important.

So, in this month commonly associated with love, make sure you are loving the most important person in your life. **You.**

Strange Science

Although love has long been a topic for philosophers and poets, **there is an actual science to love.** Being in love is affected by huge, measurable changes in the biochemistry of the brain. Science has identified three basic parts of love, each driven by a unique blend of brain chemicals.

Kinetic Connection

Is the program you set up back in January already getting boring? That can happen if you do the same workout for too long, which is why it is recommended to have workout alternatives. Change the machines you use. Change which day you work which muscle group. Hop on a bike instead of the elliptical. There is a ton of alternatives out there!

Mindful Wakeup: Start with a Purpose

Intention refers to the underlying motivation for everything we think, say, or do. From the brain's perspective, when we act in unintended ways, there's a disconnect between the faster, unconscious impulses of the lower brain centers and the slower, conscious, wiser abilities of the higher centers like the pre-frontal cortex.

Given that the unconscious brain oversees most of our decision-making and behaviors, this practice can help you align your conscious thinking with a primal emotional drive that the lower centers care about. Beyond safety, these include motivations like reward, connection, purpose, self-identity, and core values.

Exceeding Everest

Our jobs can seem like it is all up hill somedays, but the people below have been recognized for excellence in their work, and we call that Exceeding Everest. Highlighted names received multiple recognitions in the same time frame.



Ebony Barron
Kelsey Balson
Vernell Martin
Lisa Jacobs
Evon Owens
Angela Drake
Brittany Paradiso
Crystal Gordon
Grace Dickinson
Bridget Gaines
Lacey Walden
Todd Peters
Abiodun Falodun
Sarah Deskins
Amy Low
Rebecca Altop
Mackenzie Gray
Marty Bennett

Steve Dykstra
Pam Conover
Cheryl Moore
Lynda Korenstra
Susan Phillips
Little Ford
Raven Vaughn
Veronica Owens

If you want to nominate someone for a certificate of excellence, please email Vonda Montgomery with the following information:

Certificate of Excellence format

Name: (Recipient) [please ensure correct spelling]
Supervisor:
Date:
Excellence in: [Brief statement please]
Special Recognition recommended by:

Submission Date for March Newsletter

If you have something you would like to submit to the newsletter, please have all submissions written and submitted by 2/24/21 to staffdevndi@fssa.in.gov with the subject line: Newsletter Submission.

February Birthdays

2/1
Kleckner, Kathleen

2/4
Brewer, Zach
Hardin, Chelsea
Martin, Amanda

2/9
Gordon, Crystal

2/10
Yamasaki, Kirsten

2/11
Bokor, Komla
Oyedeji, Bobola

2/13
Bennett, Marty

2/14
Adegunle, Mobolanle
Deskins, Sarah
Leary, Antavian

2/19
Davis, Tyrone

2/20
Sowers, Tonya

2/21
Moore, Cheryl

2/24
Armstrong, Jessica

2/26
Braden, Elaine

2/28
McAfee, Justin

2/29
Pattison, Rachel

