



5435 E. 16th St., Indianapolis, Indiana | www.in.gov/fssa/dmha/2935.htm | Vol. 5, Issue 10, October 2021

The Executive Desk

From the Desk of Matt Foster, NDI Superintendent

Hello team! It's hard to believe I've already been NDI superintendent for three months. I had wanted to meet every team member by the end of September but that's been harder than expected. Still, I've met a lot of you, and you've impressed and inspired me in a lot of unique ways. We have a remarkable, dedicated group here and I'm proud to be part of it.

I have just one point today: **Things are hard but they are going to get better**, and I believe soon.

We know morale is suffering and that NDI has problems, but we are working together to resolve them. I've heard, among other complaints, that the NDI leadership lacks credibility; we don't listen to or truly care about you; we talk change but don't deliver it; and, most painfully, you don't trust us in any meaningful way. Fair enough, I respect what you say. Now that I'm here, though, the leadership team hears you and will take real action in response to your concerns. The BHRAs say they want different scheduling? Look for the announcement next week. Trainers need wi-fi restored on the lower level so they can do their work? Done. Those changes are a small start, but we hope they show that the leadership team is serious about being different this time. As for me, I'm committed to do whatever it takes to gain your confidence and, ultimately, make you proud to work at NDI. If we can make that happen, the sky will be the limit for us.

I want to hear your opinions, good, bad or indifferent, so email me, call my Vocera, or drop by my office at any time. If I'm not available, talk to my assistant Christine Wardwell and she'll find us a time to chat confidentially. Thanks.



The NeuroDiagnostic Institute and Advanced Treatment Center, Indiana's newest state psychiatric hospital, delivers advanced evaluation and treatment for patients with the most challenging and complex neuropsychiatric illnesses and moves them more efficiently into the most appropriate treatment settings within the community or state mental health system.

NDI OCTOBER EMPLOYEES OF THE MONTH



Nursing Night Shift Star of the Month is Brandon Spratt

Brandon has a passion for his position. He continues to hold safety as his top priority. Brandon is kind and respectful to his staff and patients. Brandon goes above and beyond his job description to make sure unit runs smooth for upcoming shift. He is open minded to the patients' individual needs. Very knowledgeable in many different areas.

Nursing Day Shift Star of the Month is Kelsey Balson

Kelsey is the MOST EXCEPTIONAL psychiatric nurse that I have ever had the pleasure of working with!

She has a compassionate and caring heart for those with mental illness. She meets the patients where they are and helps them succeed with their treatment. The team giggles when a new patient comes to our unit because we know that before long, Kelsey will be telling us that this patient is "my new favorite." She advocates fiercely for her patients, sets boundaries like a pro, and manages a therapeutic milieu like a ROCK STAR! We at NDI are very lucky to have someone with as much experience and heart as Kelsey!!

Non-Nursing Star of the Month is Kiara Washington

Kiara has been a wonderful addition to our pharmacy team. She just joined our team in June and you would think she has been her for years! She is hardworking, efficient, and caring. Kiara has also taken on BHRA shifts a few nights a week, further proving her dedication to NDI and our patients. The entire pharmacy staff is truly grateful to have Kiara as one of our pharmacy technicians.

IN RECOGNITION OF THIS HONOR, OUR STARS OF THE MONTH ARE ENTITLED TO PARK IN THE NDI SURFACE LOT THROUGHOUT THE MONTH OF OCTOBER!

Other employees who were nominated for the October employee of month are:

Elaine Braden, Margaret Parry, Lynda Korenstra, Barbara Haase, Caitlin Montgomery, Matt Cohn, Vernell Martin, Lacey Walden, Rebecca Bridgett, Lisa Canada, Joe Perkins.

Congratulations to all who were nominated!

There is now an easier way to nominate employees that you would like to recognize. The email address to submit nominations is: ERCNDI@fssa.in.gov and can be found under FSSA NDI Employee Recognition Committee. You now can add your name for nominating someone or keep it anonymous!



NDI Insider

The newsletter of Indiana's

NeuroDiagnostic Institute
and Advanced Treatment Center

5435 E. 16th St., Indianapolis, Indiana | www.in.gov/fssa/dmha/2935.htm | Vol. 5, Issue 10, October 2021

NDI DASHBOARD – OCTOBER 2021

Bridge Building Refreshers

10/13/21

10/20/21

10/27/21

CPR Refreshers

10/12/21

General Orientation

10/4/21-10/8/21

CENSUS

- Adult -47
- Youth -19
- Damar-9
- Total -75

SEPTEMBER ADMISSIONS

- Adult -10
- Youth -2
- Damar-5
- Total -17

SEPTEMBER DISCHARGES

- Adult -7
- Youth -1
- Damar-0
- Total -8

The NeuroDiagnostic Institute and Advanced Treatment Center, Indiana's newest state psychiatric hospital, delivers advanced evaluation and treatment for patients with the most challenging and complex neuropsychiatric illnesses and moves them more efficiently into the most appropriate treatment settings within the community or state mental health system.

HOW TO COPE WITH TRAUMATIC STRESS

DR. KELLE HAWKINS-COLEMAN, CLINICAL DIRECTOR

Traumatic stress is a normal reaction to an abnormal event. Usually, symptoms get better with time, but people with more intense symptoms may need professional help.

Over the course of a lifetime, it's common to be exposed to a traumatic event, whether it is a violent act, a serious injury, a sexual violation, or other shocking event. In response, many will experience traumatic stress—a normal reaction to an abnormal event. People may even experience traumatic stress by just witnessing a highly distressing event or having a close family member or friend experience such an event.

In the days and weeks following such a trauma, it's common for people to have a flurry of unpredictable emotions and physical symptoms. They include:

- Sadness
- Feeling nervous, jumpy, or on high alert
- Irritability or anger
- Difficulty sleeping
- Relationship problems
- Intrusive thoughts, flashbacks, or nightmares
- Trouble feeling positive emotions
- Avoiding people, places, memories, or thoughts associated with the traumatic event

Usually, these symptoms get better with time. But for some people, more intense symptoms linger or interfere with their daily lives and do not go away on their own. Some people may develop acute stress disorder in which they have extreme symptoms of stress that significantly interfere with daily life, school, work or social functioning in the month after a traumatic event. Others can develop posttraumatic stress disorder (PTSD), with symptoms that interfere with daily life and last for more than a month after the trauma.

The good news is that there are very effective ways to cope with and treat the stressful effects of trauma. Psychologists and other researchers have found that these actions can help:

- **Lean on your loved ones.** Identify friends or family members for support. If you feel ready to discuss the traumatic event, you might talk to them about your experience and your feelings. You can also ask loved ones to help you with household tasks or other obligations to relieve some of your daily stress.
- **Face your feelings.** It's normal to want to avoid thinking about a traumatic event. But not leaving the house, sleeping all the time, isolating yourself from loved ones, and using substances to escape reminders are not healthy ways to cope over time. Though avoidance is normal, too much of it can prolong your stress and keep you from healing. Gradually, try to ease back into a normal routine. Support from loved ones or a mental health professional can help a lot as you get back in the groove.
- **Prioritize self-care.** Do your best to eat nutritious meals, get regular physical activity, and get a good night's sleep. And seek out other healthy coping strategies such as art, music, meditation, relaxation, and spending time in nature.

Be patient. Remember that it's normal to have a strong reaction to a distressing event. Take things one day at a time as you recover. As the days pass, your symptoms should start to gradually improve.

To read the entire article, please go to: **American Psychological Association. (2019, October 30). *How to cope with traumatic stress.* <http://www.apa.org/topics/trauma/stress>**

OCTOBER BIRTHDAYS



AHMED ADEDOKUN
OPEYEMI ADEYONU
KIMBERLY AVANT
SARA BANNER
AMANDA BATSON
LISA CANADA
IFEANYI EMELE
MICHELLE FLICK
LYNDSEY GOBLE
KRUBO GURLEY

KAREN HUDSON
SKYLAR MANNIS
SCOTT MUNOZ
JOE PERKINS
TODD PETERS
PATRICIA RAINEY
EVAN SAILOR
TRINITY SMITH
KAREN SWEATT
VICKY TUCKER

JENNIFER WEBER

PEOPLESOFT UPDATED

To all employees:

Please remember if you need to update your address, phone #, and/or email address, this needs to be done in PeopleSoft. All changes need to be made in PeopleSoft to ensure the most up to date information is in the system at all times.

If you have any questions, please reach out to Human Resources.



CERTIFICATES OF EXCELLENCE

Highlighted names received more than one recommendation

Terin Davis
Amy Frazer
Alana Holt
Erin Smiley
Keith Terrell

Lindsay Ecklund
Gerald Garrett
Chris Kerl
Tracey Smith
Matt Thompson

Alan Faulkner
Crystal Gordon
Brittany Paradiso
Debra Teagle
Kaitlynn Zimmerman



Anyone can nominate a fellow employee for a Certificate of Excellence. It's an easy way to recognize someone for a job well done!

Be sure to include the following information: Name of recipient, recipient's supervisor, brief statement of why you wish to recognize your colleague. If you are giving this information directly to a member of the ERC or to Lisa (vs. via email) – please include date & your name. Questions can be directed to Lisa Canada or Vonda Montgomery.

The Employee Recognition Committee (ERC) is responsible for the administration of NDI's Certificate of Excellence awards. All recommendations should be sent either to Lisa Canada (Lisa.Canada@fssa.IN.gov) or to the new NDI ERC email box (ERCNDI@fssa.in.gov).



NDI WILL BE OFFERING FLU VACCINE IN THE NEXT COUPLE WEEKS. BE ON THE LOOKOUT FOR EMAILS ABOUT DATES AND TIMES.

An annual influenza vaccination is mandatory for all staff with the following exceptions: religious or medical. Documentation is required for these exceptions. If you receive your flu vaccination from outside provider, please send your documentation to lori.gibson@fssa.in.gov.



Add one more layer of protection to keep you and your family safe.

www.cdc.gov

NDI WILL BE OFFERING MODERNA VACCINE ON 10/15/21 IN THE CLINIC

PLEASE CALL OR EMAIL LORI GIBSON AT EXT 4072 OR EMAIL lori.gibson@fssa.in.gov if you are interested.

NEWS FROM THE EMPLOYEE RECOGNITION COMMITTEE

BY JEFFERY CLEARWATER

Food Trucks Staff have enjoyed this dining option. We will continue to search for food trucks that can visit us and would also like to have a food truck for the night shift.

Celebrations We are planning celebrations for the Fall and Winter Holidays. We will be needing extra help for some festive success, so let one of us know if you would like to help! Our next ERC meeting is scheduled for Wednesday, October 20th at 2:30 pm. Reach out to me, Marti Coffey, Vicky Tucker, Vernell Martin or any other ERC member if you would like to join the committee. We are glad to bring you in! Happy Autumn everyone!



Saturday, October 30th

2:00 – 4:00

In front parking lot of NDI
(more information & sign-up to follow)