



Madison State Hospital

711 Green Road
Madison, IN 47250
812-265-2611

*MSH
MISSION:
Mending
the Mind*

*Supporting
the Spirit*

*Healing
with Hope*

*VISION:
Safely deliver
meaningful,
quality, and
compassionate,
psychiatric care
to our patients
and their families.*



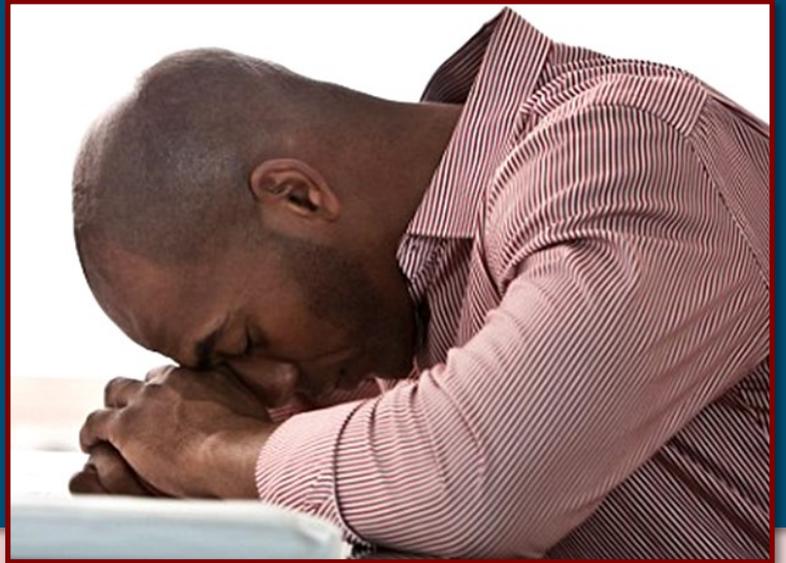
Madison State Hospital

Theresa Robinson, M.A.
Staff Development Director
Director of Marketing

MSH Bulletin

Volume 24, Issue 30 August 4, 2021

T I C
R N A
A F R
U O E
M R
A M
E
D



Trauma-informed care is critical to safe and supportive crisis intervention.

Trauma-informed care is guided by a detailed understanding of how trauma can shape an individual's perceptions and behavior. Its potential to impact a person's mental, physical, social, and emotional well-being means that an appropriate response recognizes the ongoing and interdependent needs for a person's sense of safety and connection, and for the management of emotions and impulses.

Trauma-informed care mindfully considers the nature and manifestations of trauma. Trauma can be rooted in a range of experiences and impact a person in a range of ways:

- It can stem from a **single** experience, or a **series** of experiences.
- It can be an **actual or perceived** threat to a person's well-being.
- It can negatively impact a person's daily **coping mechanisms**.
- It can **color or distort** a person's ongoing perspective, including their behavioral responses.

*"It is important for crisis workers to be aware that the **body** remembers somatic and other sensory experiences of trauma."*

– Laurie Barkin

Continued on next page...

*“Life experiences form neural connections in the brain, and just like a trail becomes more beaten down the more times it is traveled, repeated trauma can reinforce these pathways’ construction, **forming the groundwork for PTSD, depression, or addiction.**” – T.D. Loftus*

Triggers are the signals that act as possible signs of danger, based on historic traumatic experiences. These can lead to a range of survival responses:

- **Emotional**
- **Psychological**
- **Behavioral**

As our cultural understanding of trauma deepens, trauma-informed care is being embraced by human services professionals across a range of disciplines. Trauma-informed care has been found to make a measurable and positive difference even in settings where individuals haven’t experienced trauma—for example, trauma-informed schools are seeing profoundly positive student outcomes because of the model’s emphasis on restorative and prosocial dynamics. In hospitals, a trauma-informed approach helps clinical staff prevent disruptive behavior by considering potential trauma triggers before they engage with a patient, and adjusting their care delivery accordingly.

A trauma-informed approach, then, has the dual benefit of not only providing more person-centered care to a person who needs it, but of keeping the professionals providing that care safer and more resilient.

As we continue to learn about the profound relationships between trauma and health, it’s important to embrace a supportive approach that focuses on caring and empowerment. Access to trauma-informed care can improve a child’s potential to thrive as an adult, and empower adults to improve their health and quality of life. Trauma-informed care is a way to connect ourselves, and those we care for, to greater Care, Welfare, Safety, and Security. <https://www.crisisprevention.com/>



A welcome note from new FSSA Secretary Dan Rusyniak

Please see **THE HUB** for more information.

Dear Team FSSA,

What you do matters. Secretary Sullivan has helped us all see that. We ensure a working mom receives SNAP and Medicaid benefits, so she and her children can reach their full potential. We sustain programs so individuals with disabilities can navigate their own life course. We are reforming how we care for

aging Hoosiers so they have choice in how and where they spend their time. There are far too many programs and services you work on to list here. But please know that each and every one of them matters! Dr. Sullivan not only highlighted the importance of our work, but she changed how we work. We are data informed. We are champions of equity. We are person centric.

As your new secretary, I am committed to continuing the work Dr. Sullivan began. I am committed to our mission, our vision, and our values. I want you to know a little bit about me as we continue our important work together.

I believe in the value of collaboration. We are better when we work together. The best decisions come when we have diverse opinions, different experiences and areas of expertise, and a range of unique life perspectives. This requires an environment where people can engage in open and honest conversations—where we worry less about who *owns* an idea and more on how we collectively make it happen.

Continued on next page...



I believe in the importance of data. If science is a candle in the dark, then data is the flame. It is not enough for us to say, “I *think* this program, or this change will have a beneficial effect.” We must go the extra step and define success and measure the impact to Hoosier families and communities to be sure that the data tells our story. Whether it is how many pregnant women with substance use disorder are in sustained recovery or how many individuals who call Indiana 211 for help are connected to services, we need to measure our success. I believe data gives us the chance to make great programs even better.

I believe in simplicity. If a solution is too complex to understand then it is the wrong solution. How can we make our programs easier to access and easier to deliver? Simplicity, however, is not always simple. It requires us to ask questions; to work with others outside of our immediate area; to listen and engage providers and the individuals, families and communities we serve. Simplicity requires creativity. It requires us to challenge “*the way we have always done it.*”

And lastly, **I believe in you.** I came to FSSA three years ago. Prior to this I had worked for 20 years in academic medicine and prior to that in the pharmaceutical industry. I have worked alongside of a lot of hardworking people, but never have I worked with individuals who work as hard as you. I have worked with a lot of smart and innovative individuals, but never have I worked with individuals more creative than you. I have worked with a lot of passionate and mission-driven individuals, but never have I worked with people who so embody their organization’s mission as well as you do. My job is help you do your job. I am committed to finding ways to make our work better, more fun, and more supportive. **Because what you do matters.** Thank you for the support you have provided me during this transition. I am honored to work for you. Sincerely, Dan

Be sure to watch the first **MSH TIC Committee Video** regarding ***Trauma-Informed Care*** at Madison State Hospital at this link:

<P:\All StaffTrauma-Informed Care\MSH Trauma-Informed Care Commercial PSA.mp4>





Governor's Bonus

Please see below the email we received from Secretary Jen Sullivan on July 28th. Also, at the bottom is an explanation of the bonus amount the staff person receives.

Good afternoon!

I am delighted to let you know that you were selected by your teammates and supervisor as someone who went above and beyond during the COVID response and should receive special recognition for your work.

Governor Holcomb asked state agency leaders to recognize employees who, as part of the response to the pandemic, consistently performed outside the scope of their jobs, provided outstanding customer service, and through their actions helped all of us navigate the pandemic landscape. Your outstanding service during this time should be recognized, and you have been awarded a spot bonus as part of the Employee Recognition program for COVID Pandemic Service. This award will appear on your next paycheck.

Your exemplary actions and efforts to serve Hoosiers during the pandemic contributed to the state's and our agency's ability to continue to provide the level of services our citizens deserve. At the worst of times, you brought out the best in all of us.

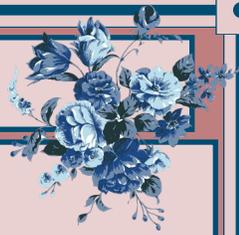
Thank you again for all you do for our agency and the state of Indiana. I am so proud to be part of a team that lives our mission of service even in times of crisis.

Sincerely,

Jen Sullivan

Per Governor Halcomb, 1,345 State Psychiatric Hospital employees were granted bonuses for their work during the pandemic. The methodology for the bonus amounts are as follows: anyone hired before 1/1/2021 will receive \$750. Anyone hired on or after 1/2/2021 will receive \$350. This should be reflected on today's paystub.

Happy Retirement, Dr. Khan!



Dear colleagues,

As I embark upon retirement, I am reminded that my career was filled with supportive and caring individuals like you all. One truly needs a good team to be successful and make work a fun place to be. You all have done just that, and I cannot thank you enough for support and guidance throughout the years. I especially want to thank you all for a terrific retirement party and thoughtful gifts. Please keep in touch and take care of yourself. It was a pleasure working with you all. Wishing you good luck in your careers. Thank you so much.

Regards, Dr. Khan



MSH received this thank-you card from the Madison Area Run Club regarding the **FireCracker 10K Run** on July 3rd when staff passed out water to the runners.

It reads as follows:

Thank you for your support at the recent 10K. We are excited to continue this annual event. Thank you for making sure the gate to Hanging Rock Hill was unlocked. Heather Foy

COVID delta variant symptoms differ between the vaccinated and unvaccinated

For Vaccinated

- Runny Nose.
- Sneezing.
- Common cold-like.

For Unvaccinated

- Fever or chills.
- Cough.
- Shortness of breath.
- Difficulty breathing.
- Fatigue.
- Muscle or body aches.
- Headache.
- Loss of taste and smell.
- Sore throat.
- Congestion.
- Runny nose.
- Nausea.
- Vomiting.



Please see this link for more details.

[COVID delta variant symptoms differ between the vaccinated and unvaccinated - WISH-TV | Indianapolis News | Indiana Weather | Indiana Traffic \(wishtv.com\)](#)