

Patients, staff come together for Art Festival



(top) Patient art was on display throughout the courtyard.



(right) The Arts Festival gets a thumbs up from FW1 patient Randy Edwards.

(left) Staff members Lisa Barnes and Lani Wright at the quilting booth.



Patients, staff and nearly 30 professional community artists and musicians came together at Oregon State Hospital's Salem campus on Friday, September 13, for the second annual Arts Festival. The overwhelming response from patients and staff was that this year was even better than last.

Highlights of the day included patient art showings and musical performances, a 3-on-3 basketball tournament and shooting contests, a dunk tank, festival-inspired food, t-shirt making, various arts and craft booths, games, and sets by musicians Ivan DePrume, John Pounds, Jeff LaBansky, Mark Powers, Rich McCloud and Yaquina Bay.

The festival was made possible by the efforts of Rehabilitation Services, Food Services, Facilities, Warehouse, Operations, Security, Volunteer Services, Housekeeping, Maintenance, Treatment Mall and Administration. Without each department's support, the festival would not have happened.

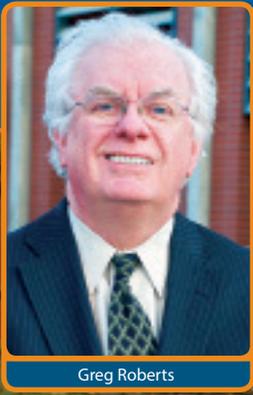
An Arts Festival was also held at the Portland campus on Wednesday, September 18.

In this issue...

Patients, staff come together for Art Festival.....	1
Message from the Superintendent	2
Trauma informed care: A bushel of shoes.....	4
OSH holds first Junction City job fair, hundreds turn out.....	5
July team recognition: The Security Dept.....	6
Aspiring Leaders project seeks to enhance visitation experience for children.....	7
'Journeys' newsletter offers patients an important outlet.....	8
Workforce management: API update.....	9
Parting shots: Salem Arts Festival.....	10
EDD Calendar of October classes.....	12

OSH Recovery Times

is edited by Robert Yde.
Contact him at 503-947-9982
with questions, comments or
suggestions.



Greg Roberts

Message from the superintendent

Recovery: A process of change through which individuals improve their health and wellness, live a self-directed life and strive to reach their full potential.

*~ Substance Abuse and Mental Health Services Administration (SAMHSA)
U.S. Department of Health and Human Services*

Dear OSH Team:

Earlier this month, thousands of people living in recovery joined hands along the I-5 Columbia River Bridge to celebrate the beginning of the 24th annual National Recovery Month.

It was an inspiring scene and a powerful reminder of the importance of the work we do every day at Oregon State Hospital.

As you know, substance abuse disorders are commonly associated with mental illness — in fact, at any given time, 60 percent or more of our patients have been diagnosed with co-occurring disorder. However, as most of us have experienced first-hand, recovery is not only possible, but probable, for the majority of our patients.

While each person's journey toward recovery is unique, there are many commonly-shared principles we can use to guide us in our work. The Substance Abuse and Mental Health Services Administration (SAMHSA) has identified several that I'd like to share with you.

- Recovery emerges from hope: Hope is the catalyst of the recovery process. It provides the essential and motivating message of a better future.
- Recovery is person-driven: When patients are given a voice in their treatment and provided the resources to

(continued on page 3)

Message from the superintendent

Continued from page 2

make informed decisions, they are empowered to initiate recovery, build on their strengths and regain control over their lives.

- Recovery occurs via many pathways: Because all patients are unique with individual needs, strengths, preferences, goals, culture, and backgrounds, recovery pathways are highly personalized and often non-linear.
- Recovery is holistic: Behavioral health is only one aspect of overall health, and treatment must address the mind, body and spirit.
- Recovery is supported by peers and allies: The support and encouragement by those with shared experiences can be invaluable, as peers can share skills and promote a sense of belonging and community.
- Recovery is supported through relationships and social networks: Before they can believe in their own ability to recover, patients often need to feel support, encouragement and the belief that a better future is possible from those around them.
- Recovery is culturally based and influenced: A patient's culture — their values, traditions and beliefs — can be key in determining a person's individualized pathway to recovery, and must be taken into consideration.
- Recovery is supported by addressing trauma: Trauma is a common experience shared by many who are affected by mental illness and substance abuse. Treatment must be trauma informed in order to foster safety and trust.

As you read through this list, I hope you noticed that many of these philosophies have been or are actively being incorporated into our everyday practices at OSH. These principles provide us with an excellent guide in how to approach treatment and interact with our patients, and while we're not always perfect, we've made great strides made in these past three years.

Please take some time to reflect on each of these principles and evaluate where and how you believe we can continue improve the care we provide our patients. Your hard work and dedication may make it possible for some of them to stand along the bridge next year.

If you'd like more information on SAMHSA's Recovery Month or their guiding principles, please visit their website at www.samhsa.gov. As always, if you have questions or suggestions, please feel free to contact me at greg.roberts@state.or.us.

Sincerely,



Greg Roberts
Superintendent

Trauma informed care: A bushel of shoes

By Rupert Goetz, M.D.
Chief Medical Officer

As we move toward trauma-informed care, it is easy to forget we have a foundation. It is easy to forget that we've had visionary leaders at OSH. One of my favorites is Dean Brooks, superintendent from 1955 to 1982. In 1969, he published an article called "A Bushel of Shoes" in the prestigious *Hospital and Community Psychiatry* journal.

The moving article attacks the trauma of "dehumanization." I couldn't write it clearer than Dr. Brooks, who begins: "On the night President Kennedy was buried, I was visiting a friend who was superintendent of one of the better mental hospitals on the East Coast."

The two friends made rounds late after watching the events of the day: "At 11:15 p.m., the lights were burning brightly. To keep out the light so they could sleep, some women had pillows over their faces, and others had pulled up the covers. Some were trying to sleep on their stomachs. Many were tossing about fitfully. 'When do you turn the lights out?' I asked the aide. 'Oh, we don't doctor,' she responded. 'Why not?' I asked. 'It's the law,' she said. 'You have to be kidding!' my friend said. 'No doctor, it's the law!' she replied. I hardly need add that the 'law' was changed then and there, and the lights were turned out for perhaps the first time in 25 to 50 years."

Superintendent Dean Brooks poses with a bushel of shoes in 1969.



Then comes the title story: "After the lights were turned off, my friend and I visited another women's ward in the same building. We almost stumbled over a couple of bushel baskets full of women's shoes. They were all sizes – some new, some old, some run over at the heels as though they'd been worn by feet four sizes too large. I asked about the baskets, and the night aid told us they were the 'shoe baskets.' Every

Leading through action

As we continue our ongoing conversation about trauma informed care, we will recognize staff whose actions embody this supportive approach.



Treatment Care Plan Specialist Jay Haning was returning from a break with fellow staff when they noticed a commotion outside of the hospital. A woman being admitted was "scared to death, crying and shaking, and would not leave the van," according to fellow TCPS Juli Grabow.

Jay recognized the woman as a former patient and, drawing from their prior relationship, offered the support that had previously been helpful.

"Jay walked right up to the van door and asked if he could help," said Juli. "We all backed up, while Jay stuck his head in and said, 'Hi, do you remember me? I'm Jay,' as he showed her his badge."

Jay helped her out of the van, introduced her to Juli and asked her to walk with him into the building. Once on the unit, Jay introduced the patient to her new doctor, and showed her around her new room, providing calming, compassionate support.

"I can't imagine the state she would be in if security had to drag her out of the van and into the building," said Juli.

"He went out of his way to do this [provide knowledgeable, compassionate support]," said Juli. "He was calm, and comforting to her, and she trusted him. I was impressed."

Continued on page 5

OSH holds first Junction City job fair, hundreds turn out

On Thursday, August 15, Oregon Health Authority and Oregon State Hospital provided a job fair at Junction City High School to recruit for positions at OSH's Junction City campus. More than 860 people attended the fair, which featured department information booths, various educational and community resource booths, a computer lab courtesy of human resources and workshops provided by WorkSource Oregon.

"It was a tremendous success, with more applicants than we have jobs to fill," Superintendent Greg Roberts said of the event. "This ensures that we'll be able to hire the

best of the best, thus continue to pursue our goal of establishing OSH as a center of excellence. All the staff who attended, were excited to witness the enthusiasm of people interested in working at OSH."

The Junction City campus is scheduled to open in Spring 2015, but some staff are being hired now to work at the Salem campus until the Junction City campus opens. The new facility will have 174 beds and more than 500 employees. Junction City positions are currently posted on www.oregonjobs.org.

Trauma informed care: A bushel of shoes

Continued from page 4

night patients put their shoes in one of the baskets, and the following morning it was first come, first served."

The kicker: "Oregon State Hospital also is considered one of the better state mental hospitals. But I wondered how many lights were burning in our patients' faces and how many bushels of shoes could be found there." ... "How many elements of dehumanization were present in our hospital?"

Dr. Brooks then gives examples and tells how a task force identified areas of concern and made changes. These are real, compassionate stories and this was real change.

We may not have "a bushel of shoes" today, but I'm convinced it won't be too hard for us to find instances of dehumanization, to find traumatizing rules, to see progress we can make together, patients with staff.

But, I suggest one change. Let's start by finding examples of people "doing it right." That will make it easier to change what we must, to hold each other accountable gently, compassionately, but firmly. In this series, we will begin by honoring our heroes of "humanization," of being trauma-informed. Stay tuned for next steps.

If you have questions about trauma informed care, please contact Chief Medical Officer Rupert Goetz, M.D., at rupert.goetz@state.or.us.



OSH staff spoke with hundreds of job seekers at the Junction City job fair. Once fully operational the campus will house 174 beds and employee more than 500 people. For more information on job opportunities in Junction City, visit www.oregonjobs.org.



July team recognition: The Security Dept.

The Employee Recognition Committee would like to congratulate the July recipient of the Team Recognition Award — the Security Department. Below is a description of the team's accomplishments.

Category: Promoting Safety

Recipient: The Security Dept.

Nominated by: Nena Strickland, Deputy Superintendent



Members of the OSH Security Department and the Superintendent's Cabinet.

Every day, around the clock, OSH Security staff work diligently to ensure the safety of all OSH staff, patients and visitors.

The team performs a wide-range of duties including: monitoring entrances and sally ports to ensure only authorized people enter the hospital; promptly responding to behavioral emergencies; providing security at special events; patrolling the parking lot and grounds; working with the Oregon State Police to support investigations; monitoring all packages and mail for contraband; and running background checks for patients,

visitors and contractors.

In addition, the team has made a number of significant improvements to the department during the past year. For example, Security leadership reached out to and are now working more closely with clinical leadership to identify ways security staff can better support the clinical staff to help keep both patients and staff safe.

For more information on the Team Recognition Award, contact Employee Recognition Committee Chair Sara Walker, M.D., at 503-945-8872 or sara.walker@state.or.us.

Congratulations to the Security Dept.

Elias Abrego	Chris Breyer	Dana Curry	Johnny Gentry, Jr.
Miguel Aguiree	Eufemia Cantu	Olga Dean	Roger Grider
Fatema Akhtar	Ricardo Carrillo	Michael De La Rosa	Alberto Guillen
Gideon Aliifua	Mike Carroll	Shelly De La Rosa	Zach Hales
Cindy Amouak	Chanc Casey	Suyapa De La Rosa	Nichol Helms
Chad Anderson	Gregory Charles	Paul Dimeglio	Michael Highsmith
Ryan Beck	Tim Cooley	Laurie Donahue	James Russel
Tamra Birkholz	Marie Costantino	Branden Eslinger	Scott Jeter
Becky Bond	Jeff Courtney	Quinn Farrell	George Jones
Brian Booth	Kevin Craig	George Fernandez	Steve Jones
Sean Branch	Fawn Cserep	Betty Finnegan	Alice Kanaka

Aspiring Leaders project seeks to enhance visitation experience for children

Oregon State Hospital employees Jeremy Fleener and Charles Horton have teamed up with their Aspiring Leaders Program (ALP) partners Lauraina Ramirez and Tracey Stronmeyer to take on the task of improving children's experiences when they visit their family members at OSH. The first phase of the project is a book drive.

Fleener, a Recreation Specialist with OSH's Pathways Program, hopes the books will help create positive memories. The idea is that the family member will be able to read the book with the child during the visit. After the visit, the child can take the book home as a memento.

"They get to take a positive memory back home," said Fleener. "It creates a more pleasant experience for the children."

Fleener said he was inspired to spearhead the project after hearing similar ideas from staff around OSH that never came to fruition. He imagined what it would be like to be a child visiting a family member at OSH when he grew up and talked to people who had similar experiences in their childhood.

The ALP project team plans on updating and improving child visits in other ways too. They hope to purchase a Wii along with learning games, TVs, arts and craft supplies, board games, sports equipment and bean bag chairs. The team also created a plan for upkeep and maintenance, to make sure the supplies do not become outdated or fall in to disrepair.

Book collection bins are in entryways and Sally Ports throughout the hospital. For more information on the project, contact Volunteer Services Coordinator Jeff Jessel at jeffrey.m.jessel@state.or.us or Jeremy Fleener at jeremy.fleener@state.or.us.



Rec Specialist Jeremy Fleener displays donated books.

Brad Kimsey
Kimberly Kirkwood
Melissa Koenig
Barry Kuykendahl
Attoma Landau
Terry Landau
Eric Lederer
Ryan Loibl
John Lyakhovetskiy
Billy Martinez
Tony Martinez

Marcie Memmott
Chris Montenaro
Paul Mosunic
Teresa McDonald
Andre McGuire
Brad Nordess
Mark O'Brien
Scott Parks
Matt Pebley
Brettany Price
Loretta Pitt

Joel Pyle
Hepsi Rufle
Cheng Sachaeo
Daniel Schroeder
Nichole Schmunk
Larry Shirley
Rebecca Simonson
Ardell Smith
Ken Sniffen
Alan Soles
Stacy Spears

Robert Spinuzza
Tammy Steensman
Shawnee Topping
Lee Trowbridge
Scott Tyrell
Lorrie Walker
Marie Watson
Gerry Wills
Jacob Wilson
Tim Wilson
Yashuwb Yisrael

'Journeys' newsletter offers patients an important outlet

By Nikita C.
Journeys Newsletter, Editorial staff

Recovery Times isn't the only newsletter at the hospital. The consumer newsletter at the Salem campus, "Journeys," provides a much needed outlet for residents at OSH.

With conscientious reporting and professionalism, the people who work on and produce the patient newsletter present a representative vision of life of the patients and give a measure of perspective to those who read it. "Journeys" adds to the rich journalistic tradition of the "Recovery Times," the staff newsletter, and "Wonders," the consumer newsletter at the Portland campus.

The staff of "Journeys" consists of very intelligent and capable people – both paid and unpaid employees. Though the volunteers find other compensation in the workings of producing the newsletter, including having their voice heard. Patients who submit and assist in the production and publishing of "Journeys" are committed to providing a quality newsletter that shows the depth and scope of life here at OSH.

Submissions come from everywhere the paper reaches, show the great talents of those living here, and connects patients with each other – fostering hope by inclusion in the sometimes unnatural and disturbing experience of life as a patient.

As part of the editorial staff, I can report that "Journeys" service is both well-intentioned and well-received by the community often referred to as "the recovery scene." It is my belief that "Journeys" is vital to our audience, both for informative and morale reasons.

It is greatly appreciated that we have a privilege to bring our newspaper to patients, as well as staff. We are thankful

for this opportunity to reach a new audience through the staff newsletter – the illustrious "Recovery Times."

We hope that you'll pick up a copy of our newsletter if you see one. We'll surely be doing the same.

Thanks,
Nikita C.

Journeys Mission Statement

To serve as a connection of voices to initiate change promoting rehabilitation and wellness. We seek to encourage growth through peer support and proactive advocacy by identifying issues regarding patient rights and concerns. We stand to promote an outlet for creative expression with a commitment to informative and conscientious reporting.

Volume 5, Issue 2
August 12th, 2013

voice in print - a consumer newsletter

JOURNEYS

OSH Transition

Oregon State Hospital is changing

- To provide better care to the people it serves
- To welcome residents from the Elton Mountain Recovery Center in the fall
- To prepare for the Portland campus closing in 2015, and the opening of Junction City in 2015.

Some of you may not notice many changes, but some of you will experience moving to a different room, unit, program and/or treatment mall, attending groups with new peers, and a change in some rules.

Programs

You may have heard that OSH is changing its programs. Programs at OSH used to be based on the building in which the patient lives. Now the programs are based on the legal status of the patients and the care and treatment they need.

The programs are:

Archways: An "in and out" program made up of units in Harbor and Trails that serve patients who are at OSH under the "370" statute.

Pathways: A "quality exempt for security" program (QES) made up of units in the Harbor and Trails buildings that currently serve patients at OSH who are under the Psychiatric Security Review Board (PSRB) and State Hospital Review Panel (SHERP).

Bridges: A "quality exempt for security" program (QES transition) currently made up of Harbor and Trail units that serve patients who are preparing to transition back into the community.

Spring: A "non-psychiatric" program made up of units in the Springs building. This program will currently stay the same.

Greenview: A "civilly committed" program made up of units in the Portland campus and in the Trails building currently. This program serves patients who have been civilly committed, voluntarily committed or committed by their spouse.

Treatment Malls

Two big changes are happening with the treatment malls.

- As of Aug. 19, all patients in the Archways Program will attend mall in the Harbor building.
- Most of the patients in the Pathways and Bridges programs will attend the "Universal Mall." This means that those patients will be able to sign up for the groups in the Trails and Kerkiraids (Kerkiraids) malls that best fit their interests and treatment needs.

Contact Person

There are many changes, but most only affect a few of the patients. To find out what you need to know, please talk to your unit's "Contact Person."

Orig. Unit	Contact Person
HD 1	Jean Lawrence
HD 3	Jackie Beerman
BY 1	Denise Byers
BY 2	Laura Mielke
BY 3	Juan Garcia
BG 1	Shana Taylor
BG 2	Maj Eloy
BG 3	Elaine R./Kermit L.
COT	Chris Hatch
AN 1	Christina Walker
AN 2	Chris Kaitan
AN 3	Angela Paicier
LH 1	Marilyn McNulty
LH 3	Therese McCool
FW 1	Elizabeth Pinn
FW 2	Marilyn Florin
FW 3	Carissa Stevens
LF 1	Jean Whitson
LF 2	Cherie Douglas
LF 3	Michelle Gibbs
TR 1	Linda Green
TR 2	David Parkholder
TR 3	Ruby Park
PIA	Elan Skiraborg
PSA	John Hinkley
PBA	Christina Jovanovic

Workforce management: API update

The API Time and Attendance system, which allows staff to record their daily time by simply scanning their OSH identification badge at one of the many API readers, continues to be successfully rolled-out in phases.

The implementation of this new system is starting to pick up steam as Food and Nutrition Services, the Central Staffing Office and Portland's Nursing staff are all now using API for capturing their daily time. Up next: Springs, which will begin using the system this fall.

Benefits of API?

API is configured to calculate time and pay coding, making the process of timekeeping easier, consistent and accurate. Timekeepers, supervisors and employees all have access to the same information.

Have questions about API?
 Visit the new workforce management page on the OSH intranet for training videos, reference guides, FAQs and more.

To view the page, click [here](#), or go to the OSH intranet homepage and click on the Workforce Management (API) link under Quick Links in the top right corner of the page.

	Week 1	Week 2	Week 3	Week 4	Week 5			
	Su	Mo	Tu	We	Th	Fr	Sa	Totals
RGΣ			10.00	9.00	2.00	5.25		26.25
SDE						1.00		1.00
CTLΣ				1.00				1.00
HT					2.00			2.00
SLΣ						4.75		4.75
HP					8.00			8.00
HOΣ					8.00			8.00
Total Worked			10.00	10.00	10.00	10.00		40.00

You can see your time and how it is coded in a simple weekly summary. This is an example of an OSH employee's Daily Hours for the first week of July.

API displays your schedule in an easy-to-read format allowing you to quickly check your schedule and compare it to the times you clock in and out.

2	3	4	5
Ⓢ 06:00 0600-10 IN 05:53 + OUT 16:31	Ⓢ 06:00 0600-9 🇺🇸 15:30 CTL + IN 05:52 + OUT 15:30	Ⓢ 06:00 0600-10 IN 05:52 + OUT 16:30 🇺🇸 HO 10.50 +	Ⓢ [05:00 0500-5] 🇺🇸 10:15 SL + IN 04:54 + OUT 10:22
9	10	11	12
Ⓢ 06:00 0600-10 IN 05:45 + OUT 16:31	Ⓢ 06:00 0600-10 IN 05:46 + OUT 16:30	Ⓢ 06:00 0600-10 IN 05:51 + OUT 16:31	🇺🇸 [05:00 FNS UNSC] Ⓢ 05:00 0500-10 🇺🇸 05:00 SL +
16	17	18	19
🇺🇸 06:00 VA +	🇺🇸 06:00 VA +	🇺🇸 06:00 VA +	🇺🇸 06:00 VA +

Parting Shots: Salem Art Festival - September 13, 2013



(left) BG1 patient Kelsey Knox shows off her temporary tattoo.



(right and below) Patinet-created art was on display throughout the courtyard.



Director of Recreation Specialists Kurtis Drake kept a close eye on the dunk tank's bullseye...

...unfortunately that wasn't enough to keep him dry.



Orchard Mountain String Band was one of several local bands that performed throughout the day.





(left to right) Walter Jaffke, Todd Van Dorn, Joe Rockwood pose with Todd's display of cowboy poetry. Describing Todd's poetry, Joe said, "I enjoy the refreshing Northwest perspective he brings to his poetry that adds a flavor to this type of poetry I've never seen before."



Dena Al-Awaj (right) serves Demetrijha McDonald fresh popcorn.



FNS staff serves vegetarian lasagna and cabbage rolls to Delissa Hilaire.



Recreation Specialist John Herring pressed hundreds of t-shirts for patients and staff.



(right) William Douglas, Susan Funk and Cynthia Prater, Psy.D. at the Native American booth.

OSH Education and Development Department (EDD): October classes

For more information about these classes, call 503-945-2876.

October 2013				
Monday	Tuesday	Wednesday	Thursday	Friday
	<p>1</p> <p>New Employee Orientation Day 2 Leadership Room, #342</p> <p>New Employee Orientation Day 7 EDD computer lab, #310</p> <p>ProACT Refresher Day 1 : 8 a.m. - 5 p.m. Integrity Room, #344</p> <p>Injectable medication: 1 - 5 p.m. Service Excellence Room, #306</p> <p>*BLS CPR Part 2</p>	<p>2</p> <p>New Employee Orientation Day 3 Leadership Room, #342</p> <p>ProACT Refresher Day 2: 8 a.m. - noon Integrity Room, #344</p> <p>FPS Nursing Orientation Service Excellence Room, #306</p> <p>CPR remediation: 1 - 5 p.m. Integrity Room, #344</p> <p>PEBB Open Enrollment assistance: 7 a.m. - 5 p.m. Computer Lab, #310</p>	<p>3</p> <p>New Employee Orientation Day 4 Leadership Room, #342</p> <p>ProACT Refresher Day 1 : 8 a.m. - 5 p.m. Integrity Room, #344</p> <p>Avatar for Nurses Computer Lab, #310</p> <p>HSLO Training: 8 a.m. - noon Brooks Conference Room, #348</p> <p>Motivational Interviewing Step 1: 1 - 5 p.m. Service Excellence Room, #306</p>	<p>4</p> <p>New Employee Orientation Day 5 Leadership Room, #342</p> <p>ProACT Refresher Day 2: 8 a.m. - noon Integrity Room, #344</p> <p>Open computer lab EDD computer lab, #310</p> <p>Learning Styles: 1 - 4:30 p.m. Service Excellence Room, #306</p>
<p>7</p> <p>New Employee Orientation Day 1 Leadership Room, #342</p> <p>New Employee Orientation Day 6 Service Excellence Room, #306</p> <p>ProACT Refresher for 13/20 staff: 7:30 a.m. - 9 p.m. Integrity Room, #344</p> <p>PEBB Open Enrollment assistance: 7 a.m. - 5 p.m. Computer Lab, #310</p> <p>*BLS CPR Part 2</p>	<p>8</p> <p>New Employee Orientation Day 2 Leadership Room, #342</p> <p>New Employee Orientation Day 7 Computer Lab, #310</p>	<p>9</p> <p>New Employee Orientation Day 3 Leadership Room, #342</p> <p>ProACT Refresher for NEC Members Day 1: 8 a.m. - 5 p.m. Service Excellence Room, #306</p> <p>*BLS CPR Part 2</p>	<p>10</p> <p>New Employee Orientation Day 4 Leadership Room, #342</p> <p>FPS Orientation Integrity Room, #344</p> <p>ProACT Refresher for NEC Members Day 2: 8 a.m. - noon Partnership Room, #308</p> <p>Volunteer/Contractor Orientation: 8 a.m. - noon Service Excellence, #306</p>	<p>11</p> <p>New Employee Orientation Day 5 Leadership Room, #342</p> <p>Open computer lab, EDD computer lab, #310</p>
<p>14</p> <p>New Employee Orientation Day 1 Leadership Room, #342</p> <p>New Employee Orientation Day 6 Service Excellence Room, #306</p> <p>Avatar Group Notes: 8 a.m. - noon Computer Lab, #310</p> <p>Avatar for Non-Clinical Staff: 1 - 5 p.m. Computer Lab, #310</p>	<p>15</p> <p>New Employee Orientation Day 2 Leadership Room, #342</p> <p>New Employee Orientation Day 7 Computer Lab, #310</p> <p>ProACT Refresher Day 1 : 8 a.m. - 5 p.m. Integrity Room, #344</p> <p>Trauma Informed Care: 1 - 4:30 p.m. Service Excellence Room, #306</p> <p>*BLS CPR Part 2</p>	<p>16</p> <p>New Employee Orientation Day 3 Leadership Room, #342</p> <p>ProACT Refresher Day 2: 8 a.m. - noon Integrity Room, #344</p> <p>Nursing Orientation Service Excellence, #306</p> <p>PEBB Open Enrollment assistance: 7 a.m. - 5 p.m. Computer Lab, #310</p> <p>ACL Training: 1 - 5 p.m. Integrity Room, #344</p>	<p>17</p> <p>New Employee Orientation Day 4 Leadership Room, #342</p> <p>ProACT Refresher Day 1 : 8 a.m. - 5 p.m. Integrity Room, #344</p> <p>Avatar for Nurses Computer Lab, #310</p>	<p>18</p> <p>New Employee Orientation Day 5 Leadership Room, #342</p> <p>Open computer lab, EDD computer lab, #310</p> <p>ProACT Refresher Day 2: 8 a.m. - noon Integrity Room, #344</p>
<p>21</p> <p>New Employee Orientation Day 1 Leadership Room, #342</p> <p>New Employee Orientation Day 6 Service Excellence Room, #306</p> <p>PEBB Open Enrollment assistance: 7 a.m. - 5 p.m. Computer Lab, #310</p> <p>ProACT Refresher for Operations Staff: 8 a.m. - 5 p.m. Integrity Room, #344</p>	<p>22</p> <p>New Employee Orientation Day 2 Leadership Room, #342</p> <p>New Employee Orientation Day 7 Computer Lab, #310</p> <p>Pharmacology for Nurses: 9 - 11 a.m. or 2 - 4 p.m. Integrity Room, #344</p> <p>Contraband Training: 1 - 5 p.m. Service Excellence, #306</p>	<p>23</p> <p>New Employee Orientation Day 3 Leadership Room, #342</p> <p>CMA Pharmacology: 1 - 5 p.m. Service Excellence, #306</p> <p>*BLS CPR Part 2</p>	<p>24</p> <p>FPS Orientation Integrity Room, #344</p> <p>CISM Training: 8:30 a.m. - 5 p.m. Service Excellence Room, #306</p> <p>CISM Training: 8:30 a.m. - 5 p.m. Service Excellence Room, #306</p>	<p>25</p> <p>New Employee Orientation Day 5 Leadership Room, #342</p> <p>ProACT Refresher for 13/20 staff: 7:30 a.m. - 9 p.m. Integrity Room, #344</p> <p>Open computer lab, EDD computer lab, #310</p> <p>Motivational Interviewing Step 3: 1 - 5 p.m. Partnership Room, #308</p> <p>CISM Training: 8:30 a.m. - 5 p.m. Service Excellence Room, #306</p> <p>*BLS CPR Part 2</p>
<p>28</p> <p>New Employee Orientation Day 1 Leadership Room, #342</p> <p>New Employee Orientation Day 6 Service Excellence Room, #306</p> <p>Open computer lab, EDD computer lab, #310</p>	<p>29</p> <p>New Employee Orientation Day 2 Leadership Room, #342</p> <p>New Employee Orientation Day 7 Computer Lab, #310</p> <p>ProACT Refresher Day 1 : 8 a.m. - 5 p.m. Integrity Room, #344</p>	<p>30</p> <p>New Employee Orientation Day 3 Leadership Room, #342</p> <p>ProACT Refresher Day 2: 8 a.m. - noon Integrity Room, #344</p> <p>Nursing Orientation Service Excellence Room, #306</p> <p>PEBB Open Enrollment assistance: 7 a.m. - 5 p.m. Computer Lab, #310</p>	<p>31</p> <p>New Employee Orientation Day 4 Leadership Room, #342</p> <p>ProACT Refresher Day 1 : 8 a.m. - 5 p.m. Integrity Room, #344</p> <p>Avatar for Nurses Computer Lab, #310</p>	<p>* To register for BLS CPR Part 2, please contact Diana Marshall at diana.l.marshall@state.or.us.</p>