

OSH Recovery Times

Volume 4, Issue 4



May 2008

A Message From The Superintendent

By Roy Orr

During my first two months I have been meeting staff and learning as much as possible about the hospital's programs and services. While I have had opportunities to personally talk with some of you, there are many more I want and need to hear from.

Every organization needs to make improvements, but to be successful I need to hear from our staff, our patients and their families, and our partners. You have good ideas and you know what is working and what can be improved.

You tell me how we can do better.

Quality improvement is a team effort. Whether you are a staff member or a patient or a family member, I want your ideas on how the Oregon State Hospital can provide better care and treatment now and in the future. We are not going to solve problems using the same kind of thinking that caused the problems in first place. This is a time for creativity and innovation.

I need your ideas.

This is not just lip service or hype. My commitment to each of you is that I will personally read and evaluate all improvement suggestions and will implement those that we can.

There are a number of ways to get your ideas and suggestions to me. You can send by email to: roy.j.orr@state.or.us

by mail to:

OSH Administration
Attention Roy Orr
2600 Center St. NE, 97301

or bring by the OSH Administration Building 29,
Attention Roy Orr.

In this issue....

Message from the Superintendent	1
Wellness Program News	2
Sarcopenia, are you at risk?	4
OSH Annual TR Forum	4
BHIP Q & A	5
What's Cooking in the Kitchen?	5
Pain Management Class	7
What is CTT?	8
Cultural Diversity Event	10
EDD calendar	12

WELLNESS PROGRAM NEWS

By Toby Keady

In this and future publications, we will introduce, foster and inspire wellness concepts and practices. The goal is simple: help everyone who wants to participate in our growing network of people, striving to be healthier, obtain access to what helps them meet their wellness goals. We recognize that everyone's goals for health and fitness are different. Some may be recovering from an illness, some are working on stress reduction, and some are seeking spiritual growth, yet others are concentrating on overall physical fitness. The Wellness Team will try to provide activities, contacts, and financial support for many of the groups promoting healthy habits here at OSH, and causes outside the hospital. As I wrote in last month's newsletter, the financial support can continue only with continued contributions. Direct deposit forms for this are available. Please contact Linda Marshall in RSD at 503-945-9838 for more information.

We had our first wellness walk of the season on May 7th. Eleven employees came out on a cool, overcast day, to walk the 1.6 mile course around the north perimeter of the hospital grounds. With the help of the Office of Human Resources, who staffed the tables in front of the Communication Center, the Wellness Team provided fresh fruit, walking maps, and Subway gift cards to the participants. Our goal with this event was to help people establish positive health habits during their break times. An article in the Oregonian Living section, which came out the same day as the walk, chronicled the necessity of developing exercise regimens to lose weight and reduce health problems associated with overweight issues. Go to <http://www.oregonlive.com/health/oregonian/index.ssf?/base/news/1210029906268050.xml&coll=7>.

Yoga classes are offered at the hospital. These classes take place mainly over the noon hour, and are open to anyone who would like to practice this established form of stress reduction, flexibility, strength, and balance enhancement. Contact Jeanne Dalton at 503-945-5548 for more information on the groups.

Massage therapy is offered in the 34 building, advertised mainly by email. The sessions are offered twice monthly, between 11 a.m. and 3 p.m., the cost is \$15 for a 15-minute session. To get more information on the massages, contact Kathleen Moynihan of the OSH clinic at 503-945-7125.

One of the most cost effective and underutilized therapies of all is the home exercise program. It really needn't take much in the way of cash outlay to start building good workout habits at home. Home workouts can be practiced while watching television or listening to music. Again, The Oregonian had a good article on this practice in its health section. Go to <http://www.oregonlive.com/health/oregonian/index.ssf?/base/news/1210118105103120.xml&coll=7>.

The May 17 Reach the Beach bicycle fundraising event for the American Lung Association attracted seven OSH riders to the roads from Salem, Portland, and Corvallis to the end in Pacific City on the Oregon coast. The Wellness Team subsidized the group's entry fees to encourage a healthy activity for a great health cause (research and treatment for respiratory illness). Promoting bicycling is especially fitting with our



"Wellness" continued page 3...

“Wellness Program News” continued from page 2...

fossil fuel economic issues of late, and reducing our “carbon footprint” is becoming a focal point for many health conscious groups.

Our new hospital construction is right around the corner, and the Wellness Program is trying to put into place opportunities for the best and most healthful worksite practices, to go hand in hand with the physical construction of our hospital. While we have plans for a Wellness Room, there is much more that goes into maximizing our facility’s potential to improve employee health. Issues such as spaces for bike parking, trails for walking, and areas for outdoor recreation will be considered for everyone’s use on the new campus grounds.

We’ll close this article with a healthful recipe for consideration, to continue our quest to increase our physical fitness. Thanks to Linda Marshall for this contribution:

SPICY PECAN-CRUSTED CHICKEN

ACTIVE TIME: 30 minutes *TOTAL TIME:* 30 minutes *EASE OF PREPARATION:* Easy

4 boneless, skinless chicken breasts (1-1 1/4 pounds), trimmed

1/2 cup pecan halves or pieces

1/4 cup plain dry breadcrumbs

1 1/2 teaspoons freshly grated orange zest

1/2 teaspoon salt

1/4 teaspoon ground chipotle pepper

1 large egg white

2 tablespoons water

1 tablespoon canola oil, divided

1. Working with one piece of chicken at a time, place between sheets of plastic wrap and pound with a meat mallet or heavy skillet until flattened to an even 1/4-inch thickness.
2. Place pecans, breadcrumbs, orange zest, salt and ground chipotle in a food processor and pulse until the pecans are finely ground. Transfer the mixture to a shallow dish. Whisk egg white and water in a shallow dish until combined. Dip each chicken breast in the egg white mixture, then dredge both sides in the pecan mixture.
3. Heat 1 1/2 teaspoons oil in a large nonstick skillet over medium heat. Add half the chicken and cook until browned on the outside and no longer pink in the middle, 2 to 4 minutes per side. Transfer to a plate and cover to keep warm. Carefully wipe out the pan with a paper towel and add the remaining oil. Cook the remaining chicken, adjusting the heat as needed to prevent scorching. Serve immediately.

NUTRITION INFORMATION: Per serving: 281 calories; 15 g fat (2 g sat, 8 g mono); 66 mg cholesterol; 7 g carbohydrate; 29 g protein; 2 g fiber; 429 mg sodium; 376 mg potassium.

Nutrition bonus: Selenium (34% daily value), good source of omega-3s.

1/2 Carbohydrate Serving

Exchanges: 1/2 starch, 4 lean meat, 1/2 fat

Sarcopenia, are you at risk?

(sarco-peen-ya)
“sarco” for muscle, and
“penia” for loss

By Sami Von Weller

As we age, our muscle mass decreases, this is sarcopenia. Loss of muscle mass may start as early as age 25 to 30 at a rate of about .5 percent each year. Between ages 45 and 60 the rate increases to about 1 percent each year. The rate of loss then doubles for each decade after age 60.

Muscle is where you “burn” the calories from the food you eat. Loss of muscle is an important factor in weight gain. You may actually stay at the same “weight” even though your muscle mass is decreasing and your percent body fat is increasing. Your pants feel

tighter because a pound of fat takes up more space than a pound of muscle. As your percentage of body fat goes up, and muscle mass goes down, your ability to “burn” calories from the food you eat is decreased and your weight gain accelerates.

What accelerates sarcopenia? When you skip a meal or consume a nutritionally inadequate “junk food” meal, your body keeps functioning by metabolizing its emergency reserves, or your muscle as an energy source. Loss of muscle mass is loss of strength to be active, climb stairs, exercise, take walks and perform general activities of daily living. The less active you are, the less you use your muscles, the faster the rate of sarcopenia.

What slows sarcopenia? Strength training such as lifting weights and working with resistance machines! Two to three 30-minute sessions a week is optimal. Skip a day between workouts to give your muscles time to heal and grow. You are never too old to improve your muscle mass. Studies have been done with frail, nursing-home residents in their 90’s who showed increased strength after an eight-week program. Don’t confuse this with aerobic exercise. Aerobic exercise strengthens the heart and lungs, and is good for you, but will not slow or improve sarcopenia.

Sami Von Weller RD, LD
Chief Clinical Dietitian OSH

OSH’s Annual TR Forum

By Michael S. Ratliff

The Oregon State Hospital’s therapeutic recreation professionals are organizing their annual conference for Certified Therapeutic Recreation Specialists (CTRS), called the Therapeutic Recreation Forum. For 14 years this well attended event has been a primary source of continuing education for the entire Northwest region’s CTRS professionals. The date has been set for June 12 and the conference will take place in the Oregon Employment Building’s auditorium in downtown Salem.

The TR Forum will consist of four, 90-minute sessions, beginning at 8:00 a.m. The group’s members have planned an excellent outline and agenda for the annual event. Their goal is to showcase the Oregon State Hospital’s RT talents of Kordell Kennemer, Elena Balduzzi, Sara Pickett and Michelle Swanger. The team plans to present “Interpreting Test Results/What does it mean?” The forum will also include staff from the Oregon Partnership’s Crisis lines presenting on the Process of Crisis Intervention and Early Prevention. Susanne J. Rosen and Carmen Hux will complete the day with a session on Horses in Recreational Therapy.

Once again, the OSH CTRS team is proud and enthusiastic about sponsoring the TR Forum. For more information about the forum, contact Michael Ratliff @ 503-945-2967.

BHIP Q & A

We have been pleasantly surprised by the enthusiasm OSH staff have shown for BHIP and the opportunity to have a new and comprehensive data management system. Many of you have questions and concerns about BHIP and have sent emails to BHIP.Project. Others have spoke with us in meetings. And still others have stopped by our project team office on Ward 41A to talk about their ideas. We've addressed some of your questions below. Please send other ideas, questions and concerns to our email address.

Q: How are you involving OSH staff in defining the requirements of BHIP?

A: We have conducted more than 100 interviews with every unit, discipline, and program at OSH. We have attended other established meetings on the OSH campus and in the community to discuss BHIP and what's needed. We are meeting with staff at OSH and OSH-Portland, and eventually BMRC, to refine the requirements. We have had an open house and hope to have more on a regular basis. Please email us with suggestions: bhip.project@state.or.us.

Q: Now that we've identified a bunch of requirements for the new BHIP data system, how are we going to prioritize those requirements?

A: We will work with OSH and BMRC staff, other stakeholders, OSH and AMH management, and the BHIP Steering Committee to identify a process, including criteria, to facilitate the needed task of

"BHIP Q & A" continued on page 6...

What's Cooking In the Kitchen ?

By Patty J. Thompson

For the past 20-plus years, Food & Nutrition Services has operated on a cook-chill system. This basically means food can be prepared in advance, up to three days, rapidly cooled, stored under refrigeration, reheated and served. This is achieved with a food safe method by portioning food into shallow (2 ½") pans, which are then placed in a blast chiller to cool. The blast chiller is essentially a refrigerator with extra fans to move the cool air more and chill food faster. All the food is then placed in a FOOD BANK, which in the case of OSH is a refrigerator the size of a small house (1100-plus square feet).

Within two days this food is placed in an oven, reheated and sent out to the wards. Over the years, FNS has shifted some products to a cook and serve basis because the product did not meet the criteria to prepare it with this method. For example, hot cereals, soups and gravies work better cooked the day of service.

This process has allowed the department to shrink seven days of meals into five days of production. Most employees involved in preparing food work a Monday through Friday shift. The weekends consist of trayline, warewash, delivery people and cooks to heat the food.

The future holds great potential for FNS - a new kitchen with modern equipment, cafeterias where Food Service employees serve the patients and multiple opportunities for choice at all meals. It will give us the opportunity to emphasize the SERVICE in our name.

FNS also offer tours of our antiquated work area to small groups (employees and/or patients). Call Food Service at 503-945-2915 to arrange.

“BHIP Q & A” continued from page 5...

prioritizing the requirements. We know that we can't do everything on the list. But we want to ensure we meet our most important responsibilities, which includes taking care of our patients, keeping our patients and staff safe, and helping our patients transition to a less restrictive level of care.

Q: Do you know when your team will get down to the business of translating all the various OSH forms to an electronic (BHIP) format?

A: The BHIP project is still very much in the planning stage and has not procured the BHIP software solution. We are gathering as much information as possible, including various forms used at OSH, so that we will be prepared to move forward with customization as soon as the software product has been selected.

Q: I would like to see the "search" button bring up all sorts of info from patient weight to copies of the Kardex that can be printed-off. A lot to ask one little button to do, but that is my dream.

A: Thank you for your suggestion for the BHIP solution. In late 2007, a vendor fair was held. Four software vendors participated and we had the opportunity to look at software products for hospitals and behavioral health. Several of the products had features that might fulfill your dream. These allowed individual users to set up their own common lookups. A click on one of these 'favorites' would then display information that user often needs. We think your dream may be something the new system can do. We will keep your thought in mind as we move through this process.

Q: I'm worried that I won't be trained on how to use the new BHIP software. When will training begin?

A: It is our goal to begin training in 2010. We want you to be trained and have experience using the new software well before you move into the new OSH hospital.

Q: How will the new system be put into use? By Departments, by units?

A: We are planning to implement small pieces over time. They will be sequenced in with training on the new software and coordinated with the hospital transition efforts.

Q: Will I need certain computer skills in order to use the new system?

A: A basic understanding of personal computer operations is essential. Also, experience using Word and Excel would be very helpful, too. We encourage you to take advantage of EDD's trainings.

Q: I want BHIP now. What's the hold up?

A: We would like BHIP now, as well. However, in order to ensure our project is a successful one, we will be bringing on some quality control and quality assurance contractors to help us. This is required for all large State Information Technology projects. We are working hard to make sure we get these folks on board as soon as possible. Once this is done, we can begin to work on securing a software solution.

Oregon State Hospital and the Pain Management Commission are co-sponsoring a 6 hour CEU accredited program:

“Pain Management for Healthcare Professionals”

This class is accredited for the CEU 6 hour pain management requirement in Oregon for healthcare professionals (see link below for more information). The requirement applies to all currently licensed:

- Physicians (MD, DO)
- Physician assistants
- Nurse practitioners
- Licensed nurses (RN, LPN)
- Pharmacists
- Psychologists
- Chiropractors
- Acupuncturists
- Dentists
- Physical therapists
- Occupational therapists

See Website below for more information:

<http://www.oregon.gov/DHS/pain/resources.shtml>

We are offering this class in the 40 building Pottery Room on two different dates (please choose one):

Wednesday, May 21, 8:00am - 5:00pm

Wednesday, June 18, 8:00am - 5:00pm

Space is limited, please e-mail **EDD, OSH** or Diana L Marshall (**diana.l.marshall@state.or.us**) to register. The commission has asked that participants are pre-registered in order to obtain the credits. You must include in your registration request:

- 1) Name that appears on your professional license & Title
- 2) Address
- 3) Phone number

Supervisor’s approval is required to attend. *Thank-you.*

Questions? Please call or email Nancy Stephen at 503-945-2878 (OSH only 5-2878) or **nancy.e.stephen@state.or.us**

Education and Development Department
Oregon State Hospital

503-945-2875 Patsy Kuust

503-945-2876 Diana Marshall

503-947-9022 Fax

DHS Core Values

Guiding our work life

Integrity ~ Stewardship ~ Responsibility ~ Respect ~ Professionalism

<http://www.dhs.state.or.us/corevalues/values.htm>

WHAT IS CTT?

By Nicole Wirth

The Community Transition Team is currently serving 112 clients at Oregon State Hospital and doing aftercare visits with more than 170 former patients living in community settings around Oregon. Services we are providing at OSH and in the community include:

Conditional Release Orientation groups to prepare clients for PSRB expectations on Conditional Release in the community – we have provided this service for clients on 41B, 41C, 50C, 50D, 50E, 50F, 50G, and 50I.

Transition services – In and About on-grounds passes and Out and About off-grounds passes to provide skill building and orientation to communities where clients will be moving to in the future, or general engagement and exposure for clients who have been in the hospital for an extensive period of time and require gradual exposure to community settings. There are currently 47 OSH clients actively working with our team for transition services.

Outreach/Continuing care – At least monthly communication with community providers who are engaged with us in providing aftercare supports to former OSH patients living in community settings. This includes monthly meetings or contacts with former OSH patients, crisis intervention as needed to prevent revocation back to OSH, and education and consultation for community providers around working with OSH and PSRB.

Quality Improvement – Conducting surveys of consumers living in the community who have received CTT services and community providers to obtain feedback on how we are doing. A provider survey was conducted June 2006 with follow up June 2007. A consumer survey was mailed out February 2007, August 2007, and March 2008. Reports are submitted to the QI Department.

Community and Systems liaison – Liaison, consultation, planning, and support with

- Social workers and IDT's from forensic wards to assist with identification of clients appropriate for conditional release, planning and placement discussions, coordination with community providers, and so on.
- OSH Patient Affairs to ensure services are prioritized for those clients preparing for conditional release or discharge to the community.
- OSH Chief Medical Officer, OSH pharmacy and nursing to improve the process for medication reconciliation at time of discharge to the community.
- PSRB Executive Director and Board members to clarify expectations of documentation for PSRB hearings, administrative review, or referral for evaluation. Communicate criteria to OSH physicians, psychologists, and social workers in Forensic Psychiatric Services.

Additional services

- Occupational Therapy Assessments
- Pet-Assisted Therapy
- Group Therapy to build skills for community living

"What is CTT" continued on page 9...

“What is CTT” continued from page 8...

- Individual Therapy
 - o Post-revocation counseling
 - o Relapse prevention planning
 - o Practice skills for evaluation interviews
- Training and support for the Relapse Prevention program
- Participation in the development of a Relapse Prevention plan to be utilized across hospital programs.
- Coverage and support within the Social Work department for Forensic wards, including completion of psychosocial assessments at intake, ward coverage during vacancies or extended leave of the ward social worker, assisting with obtaining client birth certificates, social security cards, and identification.
- Researching community resources for non-PSRB clients, such as homeless shelters, county crisis mental health resources, and so on.

The Community Transition Team is located in the 40 Building at OSH-Salem. Please submit any referrals to Nicole Wirth, Program Manager. Members of the CTT team are; Nicole Wirth, Program Manager, Kellie Mulkey, PSW, Trevor McMurray, PSW, Annette Sennebogen, PSW, Greg Zurbrugg, MHS, Susan Rauchfuss, RN, Katie Hurckes, RT, Amanda Langston, RT, James Carlstrom, OT and Michelle Swanger, OT.

NEW HIRES

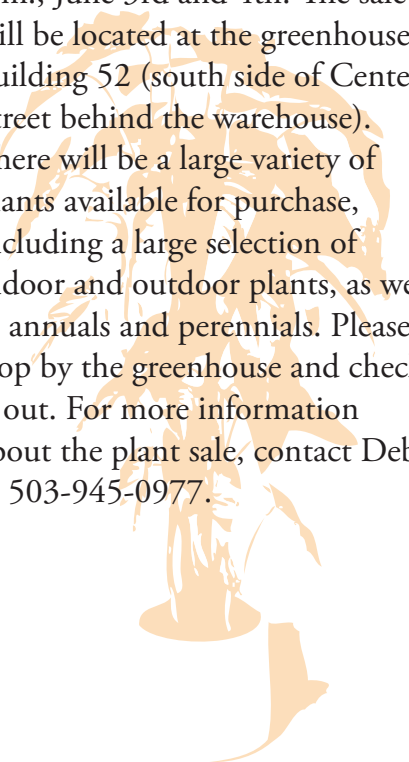
William Beck	<i>Pharmacy Manager 2</i>
Rebecca Burnett	<i>Mental Health Therapy Tech</i>
Deidre Hall	<i>Office Specialist 2</i>
Valerie Hendl	<i>Recreation Specialist</i>
Janet Hutchinson	<i>Recreation Specialist</i>
Carol Jeanne	<i>Nurse Manager</i>
Tanya Kuhl	<i>Office Specialist 1</i>
Eric Kyllingmark	<i>Electrician 2</i>
Kieran McMullen	<i>Custodian</i>
John Meyer	<i>Physician Specialist</i>
Lilian Ngotho	<i>Mental Health Therapy Tech</i>
Charleen Robertson	<i>Custodian</i>
Kaochoy Saeteurn	<i>Custodian</i>
Patrick Sprauer	<i>Mental Health Registered Nurse</i>
Janet Strauch	<i>Food Service Worker 2</i>
Roger Strickland	<i>Custodian</i>
Nathaniel Thomas	<i>Clinical Psychologist 2</i>

RETIREES

Becky Lynn Burrell	<i>Mental Health Therapist 2</i>
--------------------	----------------------------------

VSD PLANT SALE

The OSH Vocational Services Department will be holding its annual Plant Sale from 11:30 a.m. to 4:00 p.m., June 3rd and 4th. The sale will be located at the greenhouse, building 52 (south side of Center Street behind the warehouse). There will be a large variety of plants available for purchase, including a large selection of indoor and outdoor plants, as well as annuals and perennials. Please stop by the greenhouse and check it out. For more information about the plant sale, contact Debi at 503-945-0977.



Cultural Diversity Event... Celebrating the Asian & Pacific Islands

By Jennifer Rogers

The Cultural Diversity Program is sponsoring a special event to “Celebrate Asian and Pacific Island Heritage.” The event will be held on May 29 from 12:30 to 2:00p.m, in the visitor’s center and gym in the 50 building. Both patients and staff are welcome and encouraged to attend.

Join us for an afternoon of Asian and Island experiences. Beginning at 12:30p.m. the visitor’s center will be open to view displays of art and objects that will showcase the culture and heritage of Asians and Islanders. Many beautiful, functional and artistic items will be on display.

From 1:00 to 2:00p.m, guests may stroll into a tropical paradise and enjoy a Samoan/Polynesian dance presentation performed by “The Paradise of Samoa.” This local dance group was developed by Tasi Keener an OSH MHT staff. Tasi was born and raised in Upolu (Western Samoa) and brings her Samoan culture to OSH for us to share and enjoy. There will also be stick dancing and songs included as a part of the entertainment.

In addition, there will be tropical refreshments and door prizes. There will also be a ward-decorating contest in which patients can participate. We hope that many of you will come and learn about and enjoy the exotic and tropical culture and heritage of the Asian and Pacific islands.

The cultural diversity activities are planned and organized by your OSH Cultural Diversity Activities sub-committee (staff and patient volunteers). The next big event will be in November and honor the Native American Heritage. For more information or to volunteer at these events, contact Jennifer Rogers at 503-945-9287.

Mark the Date

Beginning next month, a representative from the Oregon State Hospital Replacement Project Team will be available to meet with staff on the wards during the day, swing and night shifts. A schedule of these availabilities will be included in the June paycheck envelopes along with some other information regarding the project. This is an opportunity to ask questions, confirm rumors or provide comments. For more information about the OSH Replacement Project, go to: <https://apps.dhs.state.or.us/cfm/oshrp/pages/index.cfm?ID=home>







OSH Replacement Project and BHIP Open House

The Replacement Project and BHIP Teams will be hosting Open House events on a quarterly basis. The first Open House is from 6 a.m. to 5 p.m., Tuesday, June 17 on Ward 41A. Stop in for some refreshments and learn more about the projects for both the new hospital and a new computer system. Team members will be available throughout the day to answer your questions, address concerns and provide information. If you are unable to attend and have a question or a suggestion for the teams, email to bhip.project@state.or.us or osh.project@state.or.us.

Languages of Asia and Pacific Island

	Hello	How are you?	Good bye
Arabic	Ah-salaam a'alaykum	kheif halak (m) iki (f)	ma'a salama.
Written	السلام عليكم		مع السلامة
Pronounced:	Ah sah-LAHM ah - LAY-koom	kayf hâluk	<i>ilâ l-liqâ'</i>
Hawaiian	Aloha	Pehoa' oe	A hui hou!
Pronounced:	Ah-LOH-hah	peh heh' (y)ah oe'?	ah hui' hou'!
Hindi	namaste	Ap kaise haiñ	alavidaa
Written:	नमस्ते		
Pronounced:	Nah-mah-STAY	Āp kaise haim	Alvidā
Japanese	Kon-nichiwa	O-genki desu ka	Sayounara
Written:	こんにちは。	お元気ですか	さようなら
Pronounced	<i>kon-nee-chee-WAH</i>	<i>oh-GEN-kee dess-KAH</i>	<i>sa-YOH-nah-rah</i>
Kurdish	Roj baş	Çonî	Xwahafiz
Pronounced	Rozh-bash	Chonee	Khwa-hafees
Mandarin	Nǐ hǎo	Nǐ zěnme yàng	Zàijiàn
Pronounced	Nee HaOW	Nǐ zěnme yàng	zài jiàn
Written	你好 or 您好	你怎么样	再見
Palavan	Alii	Ke uangerang?	Ak morolung
Pronounced	ah-LEE	ka-wannga-RANGH	ahk-more-oh-long
Samoan	talofa	Fa'apefea mai oe	tofa
Urdu	Salaam aleekum or Ah-salaam a'alaykum	Aap kaise haiñ	Khudaa haafiz
Pronounced	Salaam a'alaykum or Ah sah-lāhm a'alaykum	Aap kai-see hain	khudā hāfiz
written	السلام عليكم		خدا حافظ
Vietnamese	xin chao	Co khoe khong	<u>Xin gap sau</u>
Pronounced	Chào (jow)	có khoẻ không	Xin chào ông

Education and Development Department Calendar

 <div style="text-align: center; border: 2px solid black; padding: 5px; background-color: black; color: white; font-weight: bold; font-size: 1.2em;"> EDD MAY 2008 EVENTS </div>						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 General Orientation-Week 2 40C Conf Room 1 ProACT Refresher Training 40C Conf Room 2 8a-5p	2 General Orientation-Week 2 40C Conf Room 1 ProACT Refresher Training 40C Conf Room 2 8a-12n	3 
4	5 General Orientation-Week 1 40C Conf Room 1	6 General Orientation-Week 1 40C Conf Room 1 ED Day 40C Conf Room 2 Computer Basics 40 Computer Lab 8a-12p	7 General Orientation-Week 1 40C Conf Room 1	8 General Orientation-Week 1 40C Conf Room 1 OSH Drivers Training 40C Room 2 2p-4p	9 General Orientation-Week 1 40C Conf Room 1	10
11 	12 General Orientation-Week 2 40C Conf Room 1 OSH Drivers Training 40C Conf Room 2 8a-10a	13 General Orientation-Week 2 40C Conf Room 1 ProACT Refresher Training 40C Conf Room 2 8a-5p CMA Pharmacology Class 40C Conf Room 3 1p-5p	14 General Orientation-Week 2 40C Conf Room 1 ProACT Refresher Training 40C Conf Room 2 8a-12n	15 General Orientation-Week 2 40C Conf Room 1 ProACT Refresher Training 40C Conf Room 2 8a-5p	16 General Orientation-Week 2 40C Conf Room 1 ProACT Refresher Training 40C Conf Room 2 8a-12n	17
18	19	20 ED Day 40C Conf Room 2	21 Pain Management for Healthcare Professionals 40 Bldg Basement 8a-4p	22	23 	24
25	26 <u>MEMORIAL DAY</u> 	27 ProACT Refresher Training 40C Conf Room 2 8a-5p	28 ProACT Refresher Training 40C Conf Room 2 8a-12n	29 ProACT Refresher Training 40C Conf Room 2 8a-5p	30 ProACT Refresher Training 40C Conf Room 2 8a-12n	31