You’re Appreciated

My message this month is a simple one—THANK YOU. In this month’s newsletter you will see a flurry of activity and accomplishments so I just want to send a message of appreciation to each of you. These stories illustrate the work you do each day, your commitment to patients, your support of mental health care, your involvement in the community and your passion for excellence.

In July our inpatient census peaked at 75, and Outpatient Services (including Pathfinder) exceeded budget. Needless to say, we were all feeling the pressure of a heavy workload, but the level of energy was amazing, and everyone was enthusiastic about caring for patients. In response, we provided a variety of “treats” to thank you. We served gourmet ice cream, on another day we enjoyed lunch prepared by Bernie’s Burger Bus and provided chair massages throughout the week. Although, we are not always as intentional in our appreciation, I want you to know how grateful we are.

During August, let’s all be mindful of our colleagues and their contribution to this organization. I encourage you to take time to send a thank you note, acknowledge a teammate with an “Awesome Job” certificate or simply say “thank you” to one another. Our work here is Continued on page 2

2 Studies to Prescribe Evidence-based Sleep Treatment Aim to Reduce Suicidality

Director of Research Operations Michelle Patriquin, PhD, seeks to improve sleep among Menninger patients by developing a new, effective treatment for reducing suicide.

Mental health professionals understand individuals who have thoughts of suicide or who attempt suicide often have sleep problems. She says prior scientific findings have supported that when interventions improve sleep, thoughts of suicide decrease.

She says her new studies will target sleep as a problem that needs its own prescriptive, evidence-based treatment. This new treatment will give patients the skills to continue with improved sleep post-discharge for lasting results.

“Sleep problems is one of the strongest but understudied predictors of suicide... and unfortunately there is no current treatment protocol for sleep for inpatient psychiatry,” Dr. Patriquin explained. Not only does sleep play a significant role in suicidality, it affects mood and health, which are components of well-being. Her new sleep treatment will be the first treatment designed to improve sleep and decrease Suicidality.

Continued on page 3
Menninger 360 Creates Honor for Team Members

The unwritten mantra of the Menninger 360 team is to take the extra steps necessary to support clients as they gain skills and confidence to live independently and succeed in their communities. As a result of a model example, the team now recognizes the best weekly effort for a client.

Director Matt Estey explains what started the recognition: “Last week, we had a staff person manage to work with a highly dysregulated client to get their vehicle registered and inspected, and get a driver’s license in the same day. We were all pretty blown away, and we decided to start a new award called GOAT (greatest of all time).”

Now the team votes weekly to determine the proud recipient of a handmade pottery coffee mug sporting two cute goats. (The Menninger 360 Team sends a shout-out to the Philanthropy Team for finding the perfect symbol.)

Congratulations to Amy Williams, RN, for her efforts in earning the GOAT by inspiring this team’s new recognition of a job well done.

Gift Fuels Capital Projects Planned for FY 19

Once final evaluation of patient room door options and costs have been evaluated, the doors will be ordered. Work will then commence next month on the units to remodel the assigned patient rooms into private rooms, says John Gomolka, Director of Facilities Management.

Most rooms will be converted to private rooms; however, a few ATP rooms will remain double occupancy. These enhancements for patient satisfaction and safety will be funded by part of the Malcolm M. and Helen L. Barrett Trust gift. See story about the gift on the final page.

Additional capital projects planned this year include improvements in the experience of patients during their stay:

- Adding a game room in the Wellness Center
- Adding a miniature golf course
- Building an outdoor pavilion for live music and movies
- Upgrade four remaining family rooms, modeling them after the improvements on Hope’s family room

For energy savings, Facilities will soon change parking lot and courtyard lights as well as interior lighting to LED bulbs. This conversion will save more than $100,000 in energy over five years.

Annual Audit Scheduled

Question-answer time for staff involved with department and program finances will be starting soon once the auditors arrive August 20. They will be on campus through the end of the month.

Committee Seeks Volunteers

If you enjoy self-care, nutrition or fitness, consider joining the Wellness Committee. This group is alive and well, and welcomes employees and faculty wanting to encourage the overall health of Team Menninger and their families.

Contact Arlene Monroe if you’d like to learn more or attend an upcoming meeting.

BridgeUp at Menninger Awards $975,000 in Grants

For the 2018-2019 school year, nine organizations are receiving a total of $975,000 in Magic Grants to assist vulnerable students to improve their social and emotional learning and chances of achieving a high school diploma.

In the three years that the Bridge-Up program has operated in Houston, $2.72 million in Magic Grants have been given, which has benefited more than 16,000 students, according to Patricia Gail Bray, PhD, Executive Director of BridgeUp at Menninger.

This year’s recipients of Model Grant are:
- Alley Theatre
- Boys and Girls Clubs of Greater Houston
- Connect Community
- Galveston Independent School District
- Pasadena Independent School District
- University of Houston
- Baylor College of Medicine for its Teen Health Clinics and advancement of adolescent mental health in public schools
- Texan-French Alliance for the Arts
- Workshop Houston

Appreciation (continued)

challenging, so receiving appreciation is critical to each of us.
—Tony Gaglio, Interim CEO

Gifts and Grants

Congratulations to Amy Williams, RN, for her efforts in earning the GOAT by inspiring this team’s new recognition of a job well done.
Looking Ahead at Project Val

How are we doing?
The implementation of Menninger’s new EHR is 70% on schedule and 100% on budget. The Implementation Team has been working hard and fast to get to the next major milestone, which is Future State System Validation 2, scheduled for August 21-23. During this three-day on-site event, the Implementation Team will formally review major portions of the build of Menninger’s new EHR, including content for the Care Coordination Center, Admissions, specialty services like Eating Disorders and Addictions, and Pharmacy.

The work of developing our Future State Workflows is vital. It is also arduous work that is being performed at a swift pace. Thank you, again, to the IMSC members who are leading this critical work and to all those staff who have participated.

Where are we going?
As the number of staff contributing to Project Val has increased, so has our interest in seeing and learning about the EHR. Beginning this fall, a number of fun and engaging activities will be offered to staff who wish to gain exposure to the EHR. The required classroom training activities, referred to as End User Training, will begin in January 2019. This schedule serves two purposes.

1. It places the required training activities close to the time of go-live, which helps staff retain what they learned in training. Scheduling End User Training far in advance of go-live would leave staff vulnerable to forgetting all the important tips and tricks for using the EHR because there would simply be too much time between End User Training and go-live.

2. Second, the Executive Team did not want to have required training activities scheduled during the holiday season. Starting our End User Training in January protects the holidays as time for giving thanks and enjoying the company of loved ones. Stay tuned to the Project Val webpage for all kinds of information about Project Val.
- Justin Coffey, M.D.

Sleep as Treatment (continued)
suicidality for inpatient psychiatry.

Funding for the studies is the result of recent research awards. Dr. Patriquin received the New Investigator Award from the American Society for Clinical Psychopharmacology. In addition, the Baylor College of Medicine Junior Faculty Seed Funding she received originates from the Caroline Wiess Law Fund for Research in Molecular Medicine.

Specifically, Dr. Patriquin will be adapting and testing a previously developed therapy, Cognitive Behavioral Insomnia Therapy, now for Inpatient Psychiatry (CBTI-IP) and designing a CBTI-IP workshop for interdisciplinary clinical staff. How well CBTI-IP improves patients’ sleep and whether suicidal thoughts and suicide attempts are reduced will be tracked and evaluated.

Research collaborators are Co-principle Investigator Sanjay Mathew, M.D. (Baylor College of Medicine), Katrina Rufino, PhD (Menninger, BCM and University of Houston Downtown), Jack Edinger, PhD (insomnia specialist, developer of CBTI at National Jewish Health) and Rachel M. Anber, PhD (developer of CBTI for the VA Hospital System and behavioral sleep medicine specialist at Stanford University School of Medicine).

Workplace Survey Spawning Conversations

In this year’s workplace survey, our staff members demonstrated their eagerness to contribute to improving our culture and organization. Our 78% response rate this year, compared to 57% of the 56 hospitals that comprise the benchmark group. That’s 334 respondents who shared 740 comments and improvement ideas.

The goal now is to continue the conversation in your teams. Many of our overall scores improved year over year. At the team level, that’s where managers and their staff members will review where to focus their time and energy to form an action plan to improve areas that matter most to them, says Andrea Preisinger, Vice President of Human Resources.

At the organizational level, this year’s goal is to move the organization forward on “I believe the organization is moving in the right direction.” Menninger has been developing a strategic plan, which will be presented to the governing board. The plan will then be shared with the staff.

Preisinger says quarterly pulse surveys with two to three key questions will be start this fall to aid leaders in tracking the pulse of Team Menninger.

Advancement of Knowledge

View all of the published scientific writing on our website.

All Staff Invited to August 3 Presentation at Noon

Join your colleagues to hear guest presenter child psychiatrist Deepak Prabhakar, M.D., M.P.H., discuss “Towards Suicide Prevention: Thinking Big and Thinking Small,” Friday, August 3, Noon-1 p.m., Classrooms 5128-5130.

Dr. Prabhakar is Assistant Professor at Wayne State University, and Director of Psychiatric Education and Medical Director of Adult Outpatient Behavioral Health Services at Henry Ford Health System.
Please Welcome These New Team Members

- Stoni Johnston, ARNP, PMHNP-BC, will join Menninger August 27.
- She graduated from Vanderbilt University and has been practicing for the past three years in The Woodlands, using the latest in pharmacology and brain stimulation techniques (e.g., probuphine implantation, suboxone injection and neurostar TMS therapy).
- John Gomolka, Director of Facilities and Property Management, announced Jayne Look will succeed Suzanne Emery as Administrative Coordinator for the department this month. This will allow Emery and Look to train together before Emery’s retirement this month.
- Two recreation therapists recently joined the staff. Welcome to Kristal Norris and Averian Lee-Miller.

Promotion Announced

Elizabeth Gonzalez has been promoted to Accounting Manager in Finance. Gonzalez joined Menninger four years ago and has been instrumental in improving our monthly reporting process, implementing the new credit card processes and managing our banking and cash management requirements.

She oversees accounting functions, financial statements, accounts payable and the cashier functions. In addition, she will oversee the annual financial audit and capital expense management.

- Jasodra Mansaram, Assistant Chief Financial Officer

New Interim Nurse Manager

I am very pleased to announce Sarah Waterwall is our new Interim Nurse Manager for the Professionals Program. Her dedication to the patients and staff on the unit is exceptional; she is very highly regarded by the nursing staff and other health care professionals alike. Please join me in congratulating Sarah in her new role.

- Avni Cirpili, Chief Nursing Officer

Kudos

- Congratulations to the following.
- Alisha Campbell, who completed peer recovery coach training
- Markelle Klauser, who obtained a master’s degree in counseling
- Laquinta Milson, who passed her national counselor’s exam, which will allow her to transition into a clinical role once the licensing board processes the paperwork
- Cynthia M ulder, LCSW, Director of Education and Training and Director of the Social Work Fellowship, on being appointed Assistant Professor at Baylor College of Medicine
- Lauren Spring, RN, received certification in ECT from the International Society of ECT and Neurostimulation

Pillars & Spirit Nominees

Abundant Across Clinic

Great people doing great things on behalf of our mission is evident in this year’s nominees for annual awards. We will celebrate all of them and discover the winners at the Awards Celebration Friday, August 10, 2-4 pm in the Classrooms. A dessert reception will conclude the event.

The Pillar Awards represent our five values—excellence, teamwork, hope, integrity and caring. Thus, the Pillars are our highest honor. The nominees are:
- Richard Allen
- Deeba Ashraf
- Tina Baugh
- M.ike Bennett
- Cheryl Buteaux
- Beth Cantini
- Elizabeth Castrellon
- Greg Chukwu
- Danielle Collins
- Joyce Davidson
- Patty Daza
- Francis Eman-Henshaw
- Kim Fountain
- Vaughan Gilmore
- John Gomolka
- Caroline Graham
- Tatyana Grant
- Edie Hedman
- Tony Hickman
- Tina Holmes
- Lynn Lockworth
- Christi M eyer
- Ashley O’Brien
- John O’Neill
- M.ichael Panocht
- Lucy Pascal
- Paola Pedrido
- Darcey Philipp
- Patricia Price
- Audrey Pyle
- Joshua Rodgers
- Barbi Topek
- N.ancy Trowbridge
- Diane Veneracion
- Maryln Warnock
- Durf Wood
- Luke Wood
- Also being recognized are the nominees for the annual Spirit of Social Work Award. It is presented to the faculty or staff member outside the field of social work who has best reflected social work ideals by virtue of their approach to their clinical practice and interaction with their teams or larger Menninger system.

Spotlight on Employees & Faculty

The principles to which all social workers aspire are: service, social justice, dignity and worth of the person, importance and centrality of human relationships, integrity, and competence. The nominees are:
- Patricia Daza, PhD, Program Director, Compass
- Sherry Grogan, M.SN., APRN, PMHNP-BC, Outpatient Services
- Nancy Palmo, M.SN., RN, NEA-BC, Assistant Vice President, Patient Care Services
- Patrick Thomas, M.D., Staff Psychiatrist and Team Leader, Program for Professionals
- Cory Walker, D.O., Program and Medical Director, Comprehensive Psychiatric Assessment and Stabilization
**Psychology Fellow William Orme, PhD, gave his year-end presentation July 25 to colleagues, highlighting a collaborative assessment that featured Dr. Seuss as inspiration.**

In the fiscal year ending June 30, 18 nurses attained their board certifications in psychiatric mental health nursing through the American Nurse Credentialing Center. Congratulations to all of the following for elevating their knowledge and skills to enrich the care of our patients.

- Jeanette Anderson, ATP, RN-BC
- Anamaria Grabowski, ATP, RN-BC
- Briana Kitching, ATP, BSN, RN-BC
- Lindsey Middleton, ATP, BSN, RN-BC
- John Martinez, ATP, RN-BC
- Beth Cantini, Compass, MSN, RN-BC
- Mona Dewitt, Compass, RN-BC
- Rey Driscoll, Compass, BSN, RN-BC
- Diane Hunt, Compass, RN-BC
- Becky Jensen, Compass, RN-BC, CARN
- Len Calderon, CPAS, BSN, RN-BC
- Anthony Rushing, CPAS, BSN, RN-BC
- Sandra Cano, Hope, RN-BC
- Becky Jensen, Compass, RN-BC, CARN
- Allison Cunningham, PCS Float, RN-BC
- Sammy Muhoro, PCS PRN, BSN, RN-BC
- Lynn Lockworth, Professionals, RN-BC

**Farewells**

- Robert Albanese, M.D., will be departing the Professionals Program in early September after being at The Menninger three years. The Albaneses will be moving to California to fulfill a dream to live in the Napa Valley region. We wish Dr. Albanese and his wife the very best as they embark on this new adventure, and thank him for his contributions to our Clinic.

  His patients have appreciated his expertise and collaborative approach. His dry wit and down-to-earth friendliness will be missed.

- Ed Poa, M.D., FAPA, Chief of Inpatient Services, and Bella Schanzler, M.D., M.P.H., Interim Chief of Staff

- Outpatient Services staff will miss nurse practitioner Sherry Grogan, who will be leaving August 9 to pursue a private practice opportunity in Missouri City. Grogan has been a wonderful addition to the Menninger team over the past one and a half years, and her passion, hard work and empathy will undoubtedly be missed. Please join me in wishing Sherry all the best as she continues providing much-needed mental health services at a location closer to home.

- Jon Stevens, M.D., M.P.H., Chief of Outpatient Services and Chief of Adolescent Services

**Link Opens Lid on Suggestion Box**

When anonymous questions and suggestions turn up in one of the organization's two suggestion boxes, a void results without knowing the requestor so a response can be sent. As a result, suggestions will soon be featured on The Link.

Beginning the week of August 20, the Radar Chart on the homepage will be converted to the Suggestion Box. Featured suggestions or questions will appear there and link to an archival page with all submissions and responses. This will keep the spirit of communication flowing.

**Menninger Co-sponsors Ride for Recovery**

A 100-mile motorcycle ride September 23 presented by the Prevention and Recovery Center is raising funds for two nonprofit male and female recovery shelters in the community. The ride also encourages those in recovery to step out of the shadows of shame of addiction.

This year's ride will benefit the ReCenter and ADA Women's Center. Learn more or sign up to ride at RideForRecovery.com.

**Nursing Surpasses Goal**

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- Beth Cantini, Compass, MSN, RN-BC
- Mona Dewitt, Compass, RN-BC
- Rey Driscoll, Compass, BSN, RN-BC
- Diane Hunt, Compass, RN-BC
- Becky Jensen, Compass, RN-BC, CARN
- Len Calderon, CPAS, BSN, RN-BC
- Anthony Rushing, CPAS, BSN, RN-BC
- Brennan Brown, Hope, BSN, RN-BC
- Sandra Cano, Hope, RN-BC
- Joyce M. Williams, Hope, BSN, RN-BC
- Allison Cunningham, PCS Float, RN-BC
- Sammy M. Uhor, PCS PRN, BSN, RN-BC
- Lynn Lockworth, Professionals, RN-BC
**Aitken Drive to Convert to One-way Traffic**

Beginning September 1, Aitken Drive will become one way, counter clockwise starting at the Facilities Building and continuing around the backs of the five units to the four-way stop. Watch for new directional signage to be installed at the end of August.

The Safety Committee made the decision to implement one-way traffic to make the drive safer. Due to several near misses, the one-way drive should decrease the potential for accidents, especially for faculty and employees parking or leaving parking. The drive accommodates delivery trucks and other vehicles as well. Traffic between the four-way stop and the Facilities Building will remain two-way traffic.

**New Payroll & HRIS System Planned**

Menninger will switch from Ultipro to ADP for its payroll and human resource information system (HRIS) on September 23. Payroll processing will now have ADP as backup for our own staff member, ensuring coverage should it ever be needed.

“We selected ADP because it is the premier payroll processor in the U.S.,” said Andrea Preisinger, Vice President of Human Resources. In addition, it allows Human Resources to have a unified HRIS system with new features and efficiencies.

For end users, the change means:
- New time clocks will be installed, starting later this month in Building 8 and on Compass and ATP. A schedule for sequential replacement of other time clock is forthcoming.
- Managers will receive training during the first two weeks of September.
- Employees will also receive brief training in September on how to request time off and to punch into the new time clocks.
- New badges will be issued that are compatible with ADP.

The system stores employee information, benefit selections, time and attendance, payroll and performance management data for the organization.

**Get to Know Key Finance Staff**

The Finance Team has a number of new faces. If you haven’t met them, introduce yourself. The point persons for key functions are:
- Financial statement questions: Jasodra Mansaram or Elizabeth Gonzalez
- Adaptive/budget questions: Steven Longs
- Payroll questions: Jose Ayala
- Patient account/patient billing: Don Horner

The email address for sending invoices to accounts payable is accounts payable@menninger.edu.

**Facilities Replacing 4 Vehicles**

To take advantage of smaller, safer-to-drive and park vehicles, Menninger is replacing two 15-seat Ford 350 vans and two older high-mileage vehicles with seven-seat Ford Transit and Explorer models. It is expected to save as much as $9,000 annually in fuel and repair costs.

Both vehicles were driven and reviewed by staff from the units and Pathfinder, which transport clients for appointments, recovery groups and Pathfinder activities. Not only will these enhance the experience of our clients, these newer vehicles are exciting additions for the staff who are licensed and approved to drive vans. These are shorter and easier to maneuver in the city, and they are equipped with the latest safety features.
Calendar of Events

- **August 8**: Lindsay Walsh, LM SW, presenting “Psychoanalysis and Social Work: Exploring Inaccessibility vs. Incompatibility in Education and Practice,” 10:30 am, Classroom 5128
- **August 15**: Natalie Wilson, LM SW, presenting “Much Ado About Reading: On the Relationship Between Literature and Mentalizing,” 10:30 am, Classroom 5128
- **August 24**: All are invited to celebrate our graduating Social Work and Psychology Fellows, 2-4 pm, Classrooms.
- **August 31**: To celebrate College Colors Day, the first weekend of the college football season, all staff are invited to participate in the second annual Dip Off (dips and dippers) and wear a football jersey with nice jeans and appropriate shoes for work. Details will follow on The Link.

Family Education Day & Lunch Presentation
Open to Board Directors This Month
We are pleased to offer Clinic and Foundation Directors the opportunity to gain an insider’s perspective of our work from expert clinicians. Friends and colleagues are welcome as well. RSVP to Rus Trebilcox, Board Relations Manager.
- **August 20**, 8:30 am to 4:45 pm—Family Education Day, an overview about Menninger’s treatment approaches
- **August 23**, Noon-1 pm—Attachment Security, a look at the value of relationships by staff psychologist Shweta Sharma, PsyD

Fresh Look at Year-end Facts
In a month, the annual report for Fiscal Year 18 will be available to provide a clear picture of our accomplishments. Until then, our clinical service wins include:

**Outpatient Services**
- The total number of outpatient visits/encounters on campus and at Bellaire exceeded 10,000, nearly doubling the number in FY 17.
- Earnings exceeded budget by $1.169 million (unaudited).

**Inpatient Services**
- For the first time since FY 13, the Adolescent Treatment Program’s admissions exceeded the budget target.
- Self-referrals increased, as did admissions fed by our Outpatient Services.

**Patient Origin**
- More patients came from Houston and surrounding counties (a 35.8% increase) than last year.
- The top three states of inpatient origin were: 1. Texas (48% of admissions), 2. California (6.8%) and 3. Florida (3.3%).

Menninger Receives $10.4 Million Estate Gift
The Office of Philanthropy is pleased to announce that Menninger received a planned gift of $10.4 million from the estate of Helen and Malcolm Barrett. This transformational gift is the second largest since The John M. O’Quinn Foundation donated $25 million in 2006 to construct Menninger’s current campus.

The Barretts made their first gift of $10 to The Menninger Clinic in 1965 and gave consistently every year for nearly four decades. Malcolm Barrett was a World War II veteran and former prisoner of war captured in the South Pacific. After returning from the War, he attended Stanford University in California, where he met his future wife Helen. The two attended law school together, earning their law degrees and establishing a home and successful careers in California.

The Barretts were passionate about mental health and Menninger’s work to transform lives through research, training and patient care. As directed by the Barretts, the gift is not restricted in its purpose and will support a variety of current top initiatives at Menninger, including privacy and safety improvements to patient rooms, the implementation of The Clinic’s electronic health record and more.

Dr. Tom Ellis Presenting Next Distinguished Clinicians Series Program
The Centers for Disease Control and Prevention reported in June that suicide rates had increased in 49 of the 50 states from 1999-2016, sounding a public health alarm.

Suicide researcher, author and past Director of Psychology at Menninger Thomas Ellis, PsyD, ABPP, will speak at Menninger Friday, September 28, to help faculty and staff rethink conventional care for individuals with a history of suicide attempts and ideation. This CE program is scheduled for Noon-2 pm in our Classrooms. Stay tuned for registration information.

Dr. Ellis is the next guest presenter in our recently launched Distinguished Clinicians Series, which began this year with three training programs presented by the renowned Peter Fonagy, PhD.

Keep PHI Safe by Being Attentive & Diligent
As a reminder, it is imperative for all of Team Menninger to vigilantly maintain all patients’ protected health information (PHI). For example, email is not a secure means of communicating PHI.

Also be mindful of not leaving paper patient information or records out in the open or on printers.

If you have any questions about PHI-related topics, please reach out to Audrey Pyle, Privacy Officer, ext. 5134.