



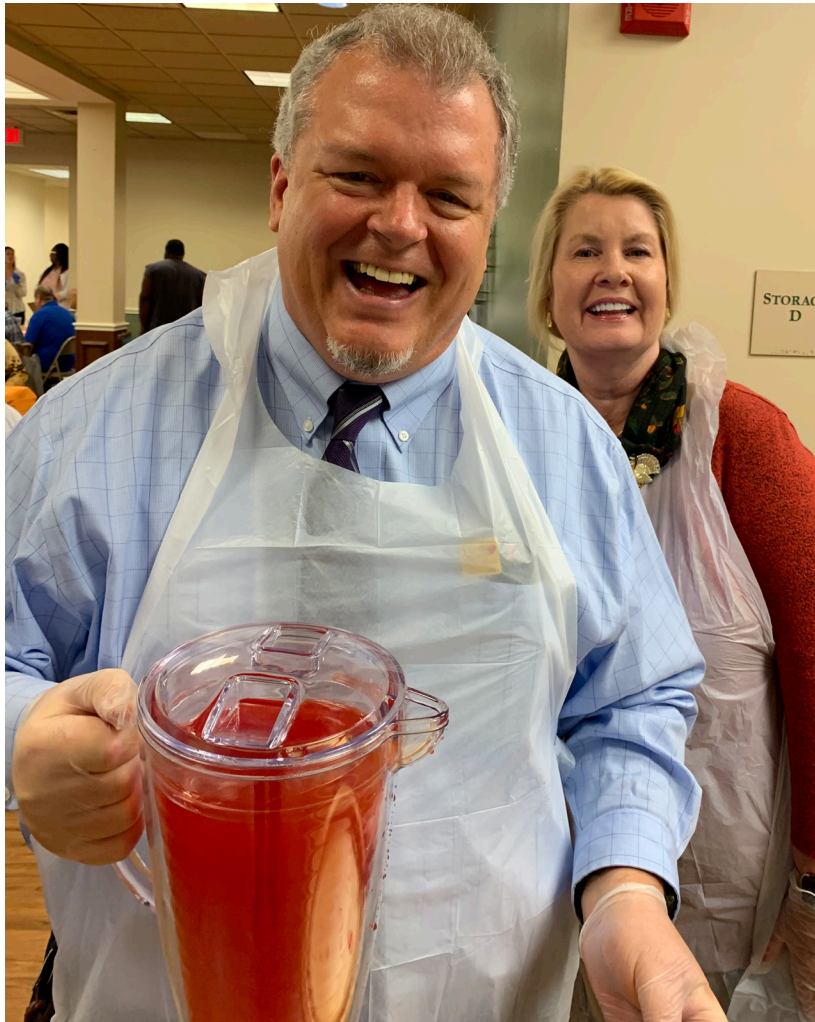
# Menninger Update

December 2019

For board directors, employees, faculty & trainees of The Menninger Clinic

## Spotlighting

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### Sharing a meal & memories

Donning their aprons at The Gathering Place's Thanksgiving celebration for members are Chief Nursing Officer Mike Bennett and Hope Nurse Manager Cheryl Buteaux. Turn the page to view more photos from the event.

### From 5 to 40 years

#### 66 staff members to receive service awards December 12

On Thursday, December 12, join your colleagues to recognize all 66 who will be honored for their service anniversaries of five, 10, 15, 20, 30, 35 and 40 years. The event will open at 3 pm with catered mocktails and hors' d'oeuvres, and the program will get underway at 3:30 pm.

Dress in an ugly holiday sweater or festive attire with nice jeans. The best dressed department/program will be announced at the party and receive a pizza luncheon on a future date.

The holiday reception under the twinkling

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More photos from The Gathering Place's Thanksgiving celebration: At left are Employment Specialist Glennis Johnson and CEO Armando Colombo. At right are Chief Financial Officer Tony Gaglio and members Michael and April.

## Celebrate with our service stars December 12 – continued



lights will continue after the program because all patient meals will take place on their respective units rather than in the main dining room.

The list of service honorees has grown by more than a dozen with the addition of staff members who work PRN. The list is now available on The Link, and they will all be featured in the Service Recognition Event Program.

### 5 Years

Hamam Alrabaa, RN, Nursing Administration  
 Elizabeth Arango, LCSW, Eating Disorders Services  
 Tina Baugh, Information Technology & HIMs  
 Esther Bethke, Care Coordination  
 Kandice Cardona, LPC, Admissions  
 Olivia (Craft) Hudson, Dietary  
 Jarvis Garrett, CPAS  
 Elizabeth Gonzalez, Finance-Accounting  
 Michelle Guevara, Hope  
 Jerry Henry, Security  
 Melanie Hyde, Compass  
 Lamar Lovelace, Nursing Administration  
 Ki Martin, CRC, Pathfinder  
 Christina Matthews, Dietary  
 Lawrence Mendoza, Marketing  
 Alejandro Nolasquez, ATP  
 Michelle Patriquin, PhD, ABPP, Research-Clinical Outcomes  
 Michael Peterson, Eating Disorders Services

Darcey Philipp, ATP  
 Neil Puri, MD, Menninger 360  
 Natalie Records, MSN, APRN, FNP-C, Internal Medicine  
 Susan Reinhart, RN-BC, Float  
 Joshua Rodgers, MD, CPAS  
 Camille Soriano, Research-Clinical Outcomes  
 Louis Stredic, Security

### 10 Years

Deborah Bongiovanni, RN, PMHCNS-BC, Hope  
 Conrad Burrle, Float  
 Cheryl Buteaux, RN-BC, Hope  
 Carolyn Cullors, RN-BC, Float  
 Deborah David, RN, Float  
 Mona DeWitt, RN-BC, Compass  
 Donna Dry, RN, CPAS  
 Nichelle Easley, RN, Float  
 Maricarmen Escalona, Dietary  
 Matthew Estey, LCSW, Menninger 360  
 Maryam Farahvashi, Eating Disorder Services  
 Lenette Foster, Float  
 Janis Fox, RN-BC, Compass  
 TeneInger Johnson, Float  
 Laura Pascal, CPAS  
 Stephanie Pecora, Float  
 Bronwyn Schielke, RN-BC, Float  
 Bree Scott, Marketing

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## Service stars – continued



Tonda Sinclair-Kuhn, RN, Float  
Torresy Smith, LPC, LCDC-I, Compass  
Amanda True, RN-BC, CARN, Hope

### 15 Years

Robin Bell, Dietary  
Reggie Calhoun, RN, Float  
Carol Coats, RN, Float  
Alexander Daniel, Float  
Francis Eman-Henshaw, Professionals Program  
Maria Findlay, Dietary  
Shaar Garner, CTRS, APT, Recreational Therapy  
Edie Hedman, RN, Float  
Donna Lamb, LCSW, Hope  
Alicia Lopez, RN, Nursing Administration  
Nancy Palyo, NEA-BC, Nursing Administration  
Karen Popielarczyk, RN, Float  
Berry Wall, LCDC, Hope  
Mark White, RN-BC, Compass

### 20 Years

Bobby Hopkins, The Gathering Place

### 30 Years

Susan Nelson, Marketing  
Nancy Trowbridge, Marketing

### 35 Years

Sherry Booker, Housekeeping  
Durf Wood, IT-Application Services

### 40 Years

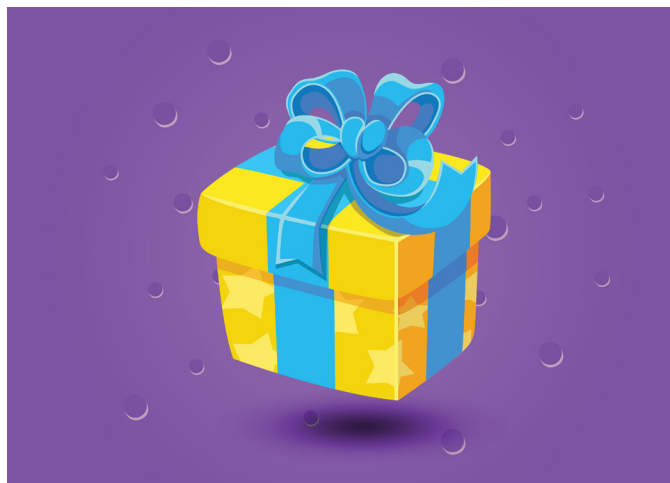
## Over \$7,000 Raised on Giving Tuesday

On December 3, Menninger joined people and organizations around the world to celebrate Giving Tuesday, an international day of giving held annually on the Tuesday after Thanksgiving. In total, \$7,270 was raised to support The Clinic's research, training and outreach missions. The Office of Philanthropy is grateful to the employees who joined in donating to The Clinic on Giving Tuesday.

## Expanded recycling effort launched

The Professionals Program's patients and staff are piloting recycling of plastic bottles, thanks to suggestions from patients and from faculty and employees.

This is one test for updating The Clinic's green initiatives, which includes conservation of electricity with LED lighting and recycling of batteries used at work and home.



## Giving Back Project starting soon

Next week on December 10, during the social work/ LPC/ LMFT discipline administration meeting, the Giving Back Project Committee will announce the community agency that will be the recipient of this year's hospital-wide holiday contributions. The committee is working on final details before the agency is officially announced.

The collection campaign will start next week and run through January 1, 2020.

This year the committee is being co-chaired by Amanda Cherry, LCSW, Compass, and Leslie Wood, LCSW, ATP. Publicity chair is Candice Holloway, Pathfinder. Wood is overseeing the large collection boxes, which will be supplied to all units and departments on the main campus and outpatient locations. Volunteers in each location have agreed to decorate the boxes.

Staff may address any questions or concerns regarding the Giving Back Project collections to their unit or department volunteer, who will also be identified as the point person. Currently the following committee members have volunteered to serve as a point person:

- ATP – Leslie Wood
- Compass – Amanda Cherry
- CPAS – Janice Poplack
- Hope - Noemi Chenu
- Professionals – Elizabeth Castellon
- Bellaire – Mallory Minberg
- Pathfinder - Candice Holloway
- Outpatient Services & Outpatient Assessments in Commons – Keisha Moore
- Menninger 360 – Matthew Estey

The social work and counselors' discipline is looking forward to a robust season of giving to a very worthy cause. Please stay tuned for details.

# Upcoming Events:

**December 6:** From 9:30-11 am all staff are invited to decorate the tree by the fireplace and enjoy cider and cookies.

**December 9:** Family Education Day in the classrooms

**December 10:** Final mini-Drumba activities in the Wellness Center's exercise room at 12:15 pm and 3:30 pm. Please bring athletic shoes to prevent slipping.

**December 11:** Holiday luncheon at The Gathering Place, noon. Volunteers needed; email [Bobby Hopkins](#).

**December 11:** Free chair massages; sign up for appointment at G, Human Resources, Wellness, Massage Signup.

**December 12:** Holiday and Service Recognition Celebration, 3-5 pm, Dining Room; program at 3:30 pm

**December 12:** The benefit wreath auction bidding closes at 1 pm. [See The Link](#) for how to access the online bidding website.

**December 13:** Seats remain available for the CE event, Radically Open DBT, with trainer Dr. Karyn Hall. See [how to register](#) on The Link.

**December 21:** Employees in Menninger's Medical Plan, this is your final day to save on the cost of your insurance by completing Cigna's confidential health risk assessment.

**December 31:** Physicians and nurses, nominate one or more of our doctors for Houstonia magazine's Top Doctors by end of the year. Access to the [online nomination form](#) is available on The Link.

**January 3:** On-campus blood drive, 10 am-2 pm in the classrooms. [Signup information](#) is on The Link.

## Welcome aboard

- Tareva Lenard, Administrative Assistant, Continuing Education
- Deandra Charles, Charge Nurse, CPAS
- Anastasia Teper, Resident Advisor, Pathfinder
- Khysha McCall, Resident Advisor, Pathfinder
- Mayling Silvestre, Dietary Server

## Kudos

Ana Grabowski, BSN, RN-BC, staff nurse on ATP, has been selected to participate on the American Psychiatric Nurses Association (APNA) Personality Disorders Task Force Advisory Panel. In this role, she will help inform content development on Cluster B personality disorders.

## Departures

- Steven Longs, Finance, left on November 15 to pursue a new opportunity including leadership with a Boston-based healthcare organization.
- Rus Trebilcox, executive assistant for the past four years, concluded his service November 22.
- Anthony McGraw, mental health associate on CPAS, left November 12 after eight years.
- Elizabeth Klein and Charlotte Pulitzer, resident advisors at Pathfinder

We wish our former colleagues all the best as they pursue

CUSTOM MEDAL DISPLAY



POST-WORKOUT CAR SEAT COVER



## Nifty incentives lure runners

Anyone who likes to participate in 5K events should sign up for the New Year's Day run at Sam Houston Race Park to be eligible for the incentive of a medal or absorbent vehicle seat covers by running in five events. Visit The Link, homepage for details on registering for runs and the event dates.

## Shed holiday & work stress with massage

Chair massages at no charge will be offered Wednesday, December 11. Sign up for a 15-minute appointment, on the document located on the Global (G) Drive, Human Resources, Wellness, Massage Signup.

Besides reducing muscle tension, massage can:

- Reduce stiffness and pain
- Lift your mood
- Manage issues from chronic illness or injury
- Lower blood pressure and heart rate with regular therapy and a fitness regime



## 28<sup>th</sup> Annual Psychotherapy & Faith Conference



With the theme focusing on addiction and faith in recovery, the annual Psychotherapy and Faith Conference November 15 drew 162 attendees at The Council on Recovery. Joint presenters with The Council were the Institute for Spirituality and Faith and The Menninger Clinic. Pictured, from left, are planners and faculty members John Graham, Carlos DiClemente, Stuart Nelson, Lori Fiester, James Lomax, John O'Neill, Melissa Maher and Lex Guillan.

## Clinical Career Ladder inspires LCSWs, LPCs & LMFTs



Members of the Social Work Clinical Career Ladder are, from left, Arti Patel, Jennifer Lancaster, Elizabeth Castellon, Dallas Adams, Kira Ruben, Noemi Chenu and Sonia Roschelli. Not pictured, Lynn Quackenbush.

The newly established Clinical Career Ladder (CCL) for licensed clinical social workers (LCSWs), licensed professional counselors (LPCs) and licensed marriage and family therapists (LMFTs) promotes professional enrichment and growth by encouraging clinicians to take initiative in becoming more deeply involved in activities that contribute to the Menninger mission. Applications

for the CCL specifically reflected individual clinicians' work in the five areas promoted in Menninger values: excellence, teamwork, hope, integrity and caring.

In two separate application cycles, the Clinical Career Review Committee, was pleased to announce that eight LCSWs fulfilled the criteria to become members of the CCL for the next 12 months, in which they also receive a monthly stipend.

Three clinicians received the highest level, Clinician 4 or "Expert." They are Dallas Adams, LCSW-S, Elizabeth Castellon, LCSW-S, and Lynn Quackenbush, LCSW-S. Five LCSWs received Clinician 3 or "Advanced Clinician." They are Arti Patel, LCSW-S, Jennifer Lancaster, LCSW, Kira Ruben, LCSW; Noemi Chenu, LCSW-S, and Sonia Roschelli, LCSW, LCDC.

The Clinical Review Committee (CLRC) meets once a quarter to review the applications. Currently serving on the CLRC are clinical directors from across the Menninger  
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# Major gifts support research & clinical outcomes

Recently, the Henderson-Wessendorff Foundation and the George and Mary Josephine Hamman Foundation awarded Menninger gifts totaling \$45,000 to advance our understanding of mental illness and improve outcomes for patients at Menninger, as well as around the world.

The Henderson-Wessendorff Foundation made a renewed gift of \$25,000 in support of The Clinic's Hospital-wide Outcomes Project, which tracks patient participants' symptoms, social functioning, moods and emotions, and overall mental health and vitality both during admission and after discharge. A task-based measure also was recently added to examine changes in attention, memory and processing speed.

To date, the program has collected information from approximately 4,000 adults and adolescents. Through the support of donors, such as The Henderson-Wessendorff Foundation, we are improving our understanding

of patient trajectories and developing more targeted, patient-specific mental health treatments.

A gift of \$20,000 from the George and Mary Josephine Hamman Foundation will support The Clinic's aim to develop an inpatient protocol for treating insomnia with cognitive behavioral therapy (CBTI). Sleep disorders and their effect on mental health – particularly suicidal ideation – has become an emerging target for researchers.

With support from the Hamman Foundation and other donors, Director of Research Operations Michelle Patriquin, PhD, is collaborating with researchers at Stanford University and Duke University Medical Center to develop and test the CBTI inpatient protocol (CBTI-IP), which is based on an existing outpatient intervention. The creation of a treatment manual will allow CBTI-IP to not only be implemented at Menninger, but also at hospitals across the country.

## Nurse training program receives renewed support

This month, almost 15 years ago to the date, the Stedman West Foundation made a pivotal gift to support the training of psychiatric nurses at Menninger. Every year since, the foundation has helped to nurture and grow nurses at The Clinic, last year establishing the Betty Ann Stedman Psychiatric Nurse Training Program to further expand nurse education opportunities. On the anniversary of the Stedman West Foundation's inaugural gift, The Office of Philanthropy is pleased to announce the foundation's decision to continue their legacy of support with a renewed gift to the nurse training program.

The Betty Ann Stedman Psychiatric Nurse Training Program comprises three key elements:

1. The Betty Ann Stedman Psychiatric Nurse Residency provides six months of paid training and mentorship to four of the nation's most promising nurse graduates.
2. The Stedman West Nurse Fellowship provides educational assistance to Menninger employees seeking a nursing degree and future career in psychiatric nursing.
3. Professional development funding assists nurses at Menninger in accessing career-enhancing opportunities, like attending and presenting at conferences and completing continuing education courses.

Through its support, the Stedman West Foundation is strengthening the practice of psychiatric nursing at all levels



June graduates of the nurse residency are, from left, Paula Judit, BSN, RN, currently working on ATP; Taylor Poplaski, BSN, RN, currently working on Hope; and Laura Waters, BSN, RN, currently working on Compass.

at Menninger, from nurses with decades of experience to individuals just beginning their careers. With a strong foundation of mentorship and continued skill-building, Menninger nurses are among the best in their field and often are recognized by grateful patients on discharge. We appreciate the generosity of the Stedman West Foundation, which helps to ensure that our patients and their families are cared for by the most capable hands.



## Clinical ladder – continued

system: Angela Koreth, MS, LPC-S, program director at the Bellaire Clinic; Mychal Riley, LCSW, LCDC-I, program manager at Pathfinder; Vaughan Gilmore, LCSW-S, LCDC, director of Addiction Services; Robyn Dotson-Martin, LPC-S, Outpatient Services and Outpatient Assessments; Janice Poplack, LCSW-S, ACSW, committee chair and director of social work.

**The next CCL application deadline is January 10, 2020.**

The recipients of the CCL membership stated the following when asked what the CCL meant to them:

- Arti Patel, ATP, Advanced Clinician – “Appreciated, thrilled for the Social Work Discipline ... It encourages us all to play an active role ... The Clinical Career Ladder brings light to the dynamic roles that we play in our everyday work at Menninger.”
- Dallas Adams, CPAS, Expert – “Being part of the Clinical Ladder initiative means I feel recognized for my experience and expertise. It encourages me to demonstrate my skills on a daily basis.”
- Elizabeth Castellon, Professionals Program, Expert – “I find it motivating to have the opportunity to be a leader in my discipline.”
- Jennifer Lancaster, ATP, Advanced Clinician – “Part of what makes Menninger special is the interdisciplinary team approach to diagnostic assessment and treatment, and social workers play a vital role ... in that process ... The Clinical Career Ladder is a recognition of our social workers’ diverse skill sets and contributions to the hospital’s vision and mission.”
- Kira Ruben, Compass, Advanced Clinician – “The Clinical Ladder motivates me to remain engaged in the passion of my work. It encourages me to continue to expand my own abilities while also exploring all that Menninger has to offer.”
- Noemi Chenu, Hope, Advanced Clinician – “I’m thrilled that the Career Ladder has been put in place to recognize and reward the work that we do.”
- Sonia Roschelli, Compass/ Addiction Services, Advanced Clinician – “It is an honor to be on the Clinical Career Ladder. Personal and professional development and doing my best are important values to me, and it is so meaningful to me that Menninger and my colleagues value and see that in me. I am grateful to be a part of such a wonderful group of clinicians on the Clinical Career Ladder.”

## New training set for Menninger vehicle drivers

A drivers’ safety course on the Menninger Learning Center will be required for drivers of Menninger vehicles in the near future. The training will be reflected in our policies as well as a safeguard for patients and staff.

## Bellaire clinicians organize charity luncheon

To start the holiday season, each Bellaire outpatient clinician shared about a charitable cause or a group that was



John O’Neill and Virginia Miller are pictured taking part in Charity Day with their Bellaire clinic colleagues.

near and dear to them. Each member donated \$10; Mallory Minberg’s Houston Food Bank was gifted \$50 and Barbi Topek’s Juvenile Diabetes was gifted \$30 from Team Bellaire. Below is a list of causes that each member shared about.

Big Kudos to Minberg for her

- thoughtful idea for this month’s fun, team-building event at Bellaire and her creative abilities with the décor in our conference room.
1. Houston Food Bank – Mallory Minberg
  2. Juvenile Diabetes – Barbi Topek
  3. Ronald McDonald House – Paola Pedrido; Lupus Organization of America – Virginia Miller
  4. Gigi’s Playhouse – Angela Koreth; Prevent Child Abuse America – Maliha Khan
  5. The Innocence Project – Megan Keyser; The “Karate” Kickstart Kids – John O’Neill

## Dr. Peter Fonagy leading training on incorporating MBT in groups

Menninger staff and clinicians from the community are invited to attend the continuing education activity February 7 on Mentalization-based Approach to Group Psychotherapy.

Check with your manager to arrange coverage before registering for the event.

Sign up [online](#). The activity is planned for Noon to 2 pm in our three classrooms. Additional information is available on The Link.

## Doing whatever it takes Strong therapeutic relationship built by Menninger 360 team pays off for client

**Editor's note:** This is new periodic feature of the Update with the purpose of illustrating the work that our teams or individual staff members do to care for those in our care.

Story shared by Matt Estey, LCSW  
Program director of Menninger 360

We had a client that had been decompensating for about six weeks. We had numerous team meetings with the client, and her father flew in for the last meeting in mid-September. It became increasingly clear that she needed primary eating disorder treatment in a residential setting as she continued to lose weight while also experiencing an increase in psychosis and increased substance use during this time.

The client was quite ambivalent about engaging in treatment, and team members almost had to stakeout her apartment at times to ensure that we met up with her. When we finally got her to agree to go at a program in Utah, we needed her to complete a physical, EKG and various labs prior to her admittance. The team had to work together to get both her buy-in on a daily basis and spent nearly 30 hours with her the last four days prior to going to Utah. We also had a staff



Wu-Tang Clan concert

member fly with her there and back on a Sunday because we were far from certain whether she would actually board the plane once she made it to the airport.

It was definitely an example of multiple team members needing to leverage their relationship with this client and go above and beyond by working into the evenings, as well as Saturdays and Sundays to ensure she got the treatment that she needed.

The team member who flew with her to Utah was supposed to attend a Wu-Tang Clan concert with a young adult client that Sunday evening so a Menninger 360 colleague came in for four hours to attend the concert with the client and help support him in having a sober recovery experience.

## Borderline personality disorder group gives back to Menninger

An organization in New York called Emotions Matter met recently to plan a community service project to help others who are affected by borderline personality disorder. The consumers made inspirational, recovery-focused care packages for individuals in treatment programs.



Menninger Business Development Rep Meg Horne, MSN, recently met Paula T. from Emotions Matter, while on a marketing trip to New York. Horne connected Emotions Matter with nurses at Menninger. The kits made by Emotions Matter, pictured at left, will be arriving soon at Menninger for nursing staff to distribute to individuals with BPD. Included are handmade cards with inspirational messages, distress tolerance favorites like Playdoh, stress balls, journals and T-shirts from the 2019 Emotions Matter Walk.

“This is our small way of bringing hope to others who may be struggling or doubting their ability to manage BPD symptoms this holiday season,” explained Paula. “Giving back is one of the ways our group offers distractions from painful emotions. We offer volunteers opportunities to contribute to someone else’s recovery because we know it not only helps others know someone understands BPD.”

The project is based on research and the success of a project in Missouri, showing inspirational cards are effective in the recovery of persons following hospitalization.





## Drumba “exposure”

Staff members and nursing students give the rhythmic aerobic exercise called Drumba a try during one of the recent sessions sponsored by Recreation Therapy and Patient Care Services as part of the Healthy Nurse Healthy Nation initiative. The final 15-minute opportunity to try Drumba is Tuesday at 12:15 pm and 3:30 pm in the Exercise Studio of the Wellness Center.

## O, Tannenbaum! It's tree-trimming & wreath time

Menninger is renewing two past traditions this season.

First, the Wellness Committee invites co-workers to trim the tree by the fireplace Friday, December 6, 9:30-11 am, while enjoying cookies and hot cider. The tree-trimming tradition started when Menninger operated on Gessner. The results were beautiful!

Secondly, there's a new twist on wreaths, thanks to an energetic team of staff who have started an auction that will make spending the year-end holidays in the hospital brighter for our patients staying with us.

For many years psychiatrist Dean Collins, MD, who could easily pass for Old Saint Nick himself by putting on a white beard, would don a Santa Claus suit, carry jingle bells and hang the fresh wreaths on all the units in Topeka, Kansas.

### How will units spend our Wreath Auction proceeds?

- “We would use the funds to stuff stockings outside their doors the morning of December 25. We have been doing this from staff's own donations for years, but having funds would be wonderful!” – Sarah Waterwall, Professionals Program

# Menninger Wreath Auction

Benefiting Patients

- “We would use the funds for each patient to have a gift under the tree on December 25. We also purchase gingerbread house kits. Patients really do enjoy the activity.” – Cheryl Buteaux, Hope
- “We would purchase gifts for patients.” – Phil Ashford, CPAS
- “We provide our patients with a gift bag on the morning of December 25. We also purchase gingerbread house kits for the patients and have a gingerbread house decorating contest on the unit.” – Mark White, Compass

Going, going ...

The  **bidding on wreaths**  will conclude promptly at 1 pm December 12.